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AMERICAN CORRECTIONAL ASSOCIATION

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1984

- **AGENCIES:**
  Budgets & Services
- **PERSONNEL:**
  Compensation & Benefits
- **OFFENDERS:**
  Populations & Sentencing
- **PHYSICAL PLANTS:**
  Characteristics

Vital Statistics in Corrections

FOREWORD

The American Correctional Association receives hundreds of requests for information every working day. These questions cover all aspects of corrections from institutional populations to sentencing, recidivism to overcrowding, staff compensation to the death penalty. In response to the need for timely, accurate information, we are pleased to present a compilation of data to help answer some of the most frequently asked questions.

Some of the information included in this publication is excerpted from outstanding criminal justice reports. Much of it is based on data compiled for ACA's annual directories and on information obtained from our members, and thus is available from no other source. Included are:

- The 1984 update of *Correctional Personnel Compensation and Benefits*, first published in 1979 and again in 1982—the only comprehensive source of information available concerning salaries in corrections. In many instances, the data for the three years have been combined and analyzed to provide national compensation information for use with legislatures, governors, budget and fiscal departments, correctional employees, and the public. The data reflects the responses from 110 state agencies representing adult and juvenile correctional departments, probation and parole/aftercare departments, pardons and parole boards—to a 13-page ACA questionnaire on correctional employee compensation. This year, for the first time, the responses were entered into our computer with the result that the percentages reported have been expanded to tenths of a point for greater precision (e.g., 3.4% as opposed to 3%). The data provided were in effect January 1, 1984.
- Important statistical summaries, annually compiled by the Association for the *Juvenile and Adult Correctional Departments, Institutions, Agencies and Paroling Authorities Directory*. The summaries cover fiscal, personnel, agency, and inmate information, and are worth repeating as they are not available from any other source.
- ACA's Membership Information Status Report (MIS). These statistical breakdowns on length of experience, level of education, age, sex, cultural background, and salary levels reference a general cross section of more than 11,000 ACA members who responded to our questionnaire, as well as all female respondents and all respondents in selected positions.
- The Bureau of Justice Statistics, U.S. Department of Justice, summaries regarding sentencing and confinement facilities. These informative presentations are excerpted from *Report to the Nation on Crime and Justice*, 1983, an excellent report analyzing crime and criminal justice in the United States.

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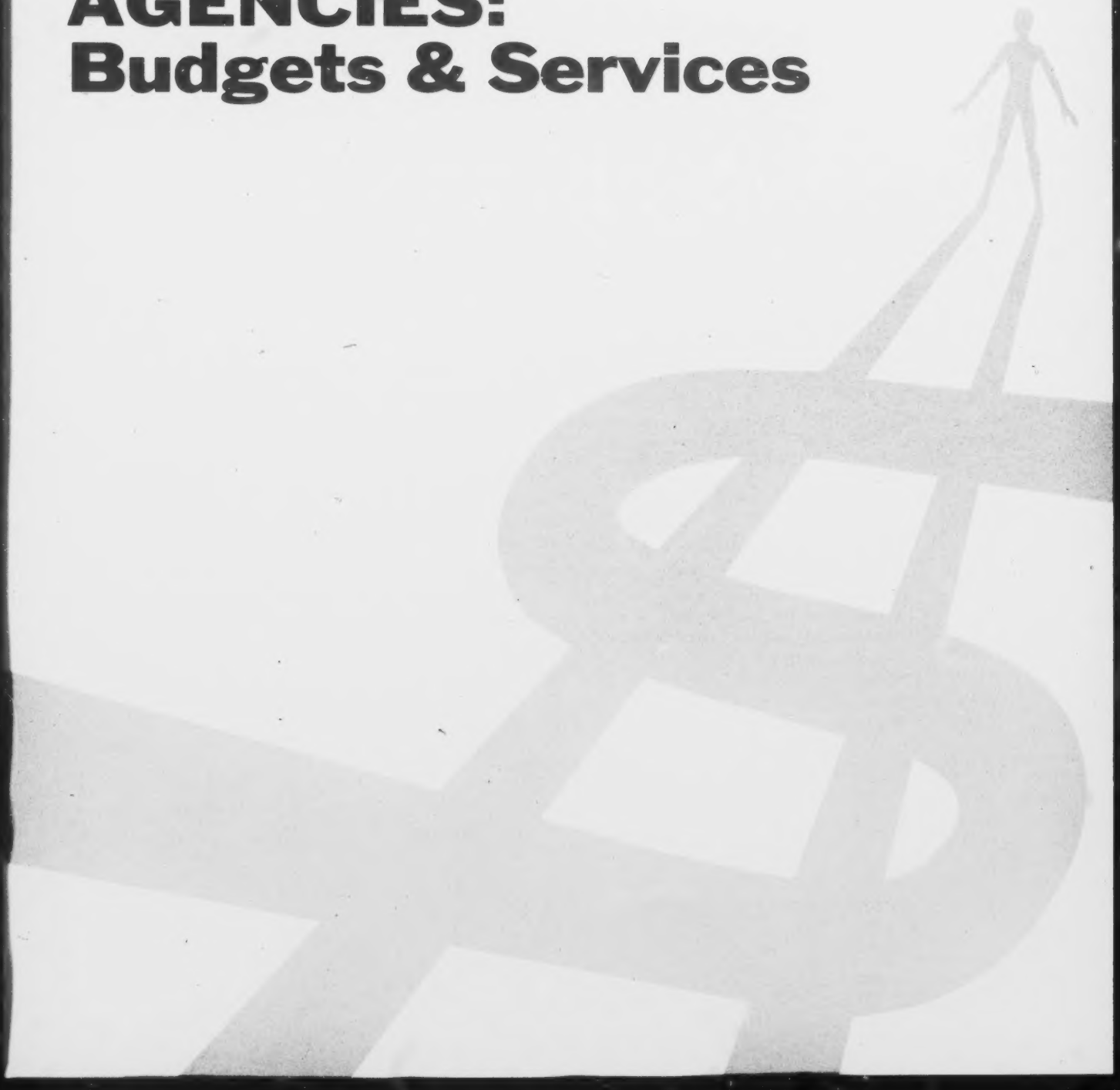
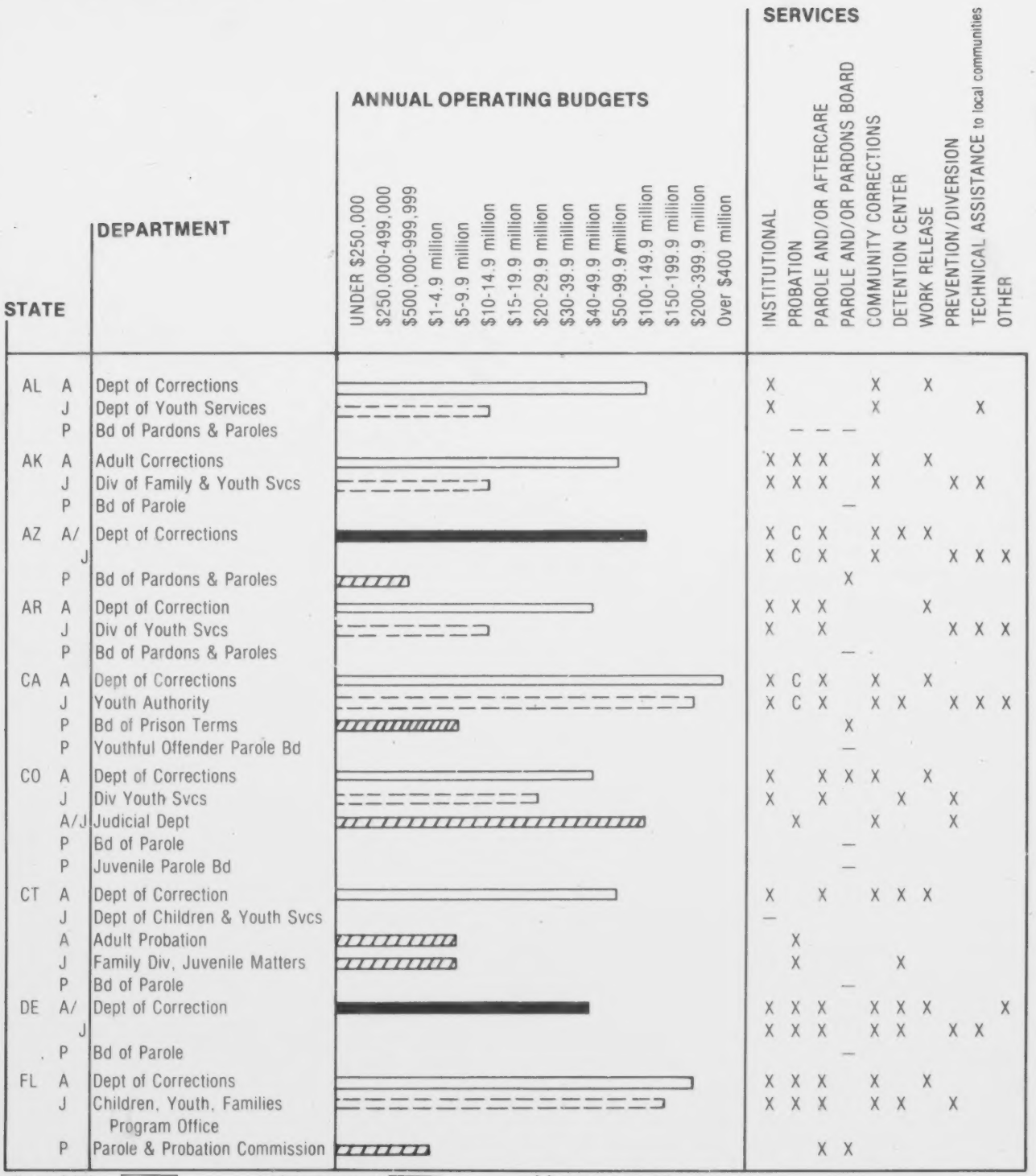
SECTION I

AGENCIES:
Budgets & Services



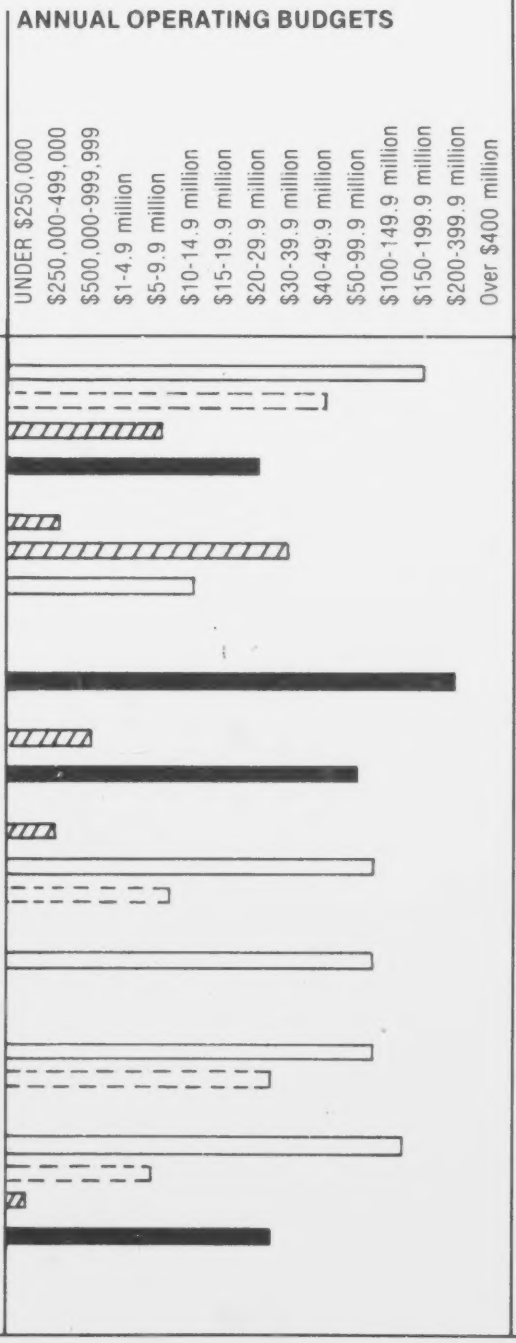
ANNUAL BUDGETS AND SERVICES



STATE		DEPARTMENT	ANNUAL OPERATING BUDGETS												SERVICES									
			UNDER $250,000	$250,000-499,000	$500,000-999,999	$1-4.9 million	$5-9.9 million	$10-14.9 million	$15-19.9 million	$20-29.9 million	$30-39.9 million	$40-49.9 million	$50-99.9 million	$100-149.9 million	$150-199.9 million	$200-399.9 million	Over $400 million	INSTITUTIONAL	PROBATION	PAROLE AND/OR AFTERCARE	PAROLE AND/OR PARDONS BOARD	COMMUNITY CORRECTIONS	DETENTION CENTER	WORK RELEASE	PREVENTION/DIVERSION	TECHNICAL ASSISTANCE to local communities	OTHER
AL	A	Dept of Corrections																X				X		X			
	J	Dept of Youth Services																X				X				X	
	P	Bd of Pardons & Paroles																	—	—	—						
AK	A	Adult Corrections																X	X	X		X		X			
	J	Div of Family & Youth Svcs																X	X	X		X			X	X	
	P	Bd of Parole																			—						
AZ	A/J	Dept of Corrections																X	C	X		X	X	X			
																		X	C	X		X			X	X	X
	P	Bd of Pardons & Paroles																			X						
AR	A	Dept of Correction																X	X	X				X			
	J	Div of Youth Svcs																X		X					X	X	X
	P	Bd of Pardons & Paroles																			—						
CA	A	Dept of Corrections																X	C	X		X		X			
	J	Youth Authority																X	C	X		X	X		X	X	X
	P	Bd of Prison Terms																			X						
	P	Youthful Offender Parole Bd																			—						
CO	A	Dept of Corrections																X		X	X	X		X			
	J	Div Youth Svcs																X		X			X		X		
	A/J	Judicial Dept																	X			X			X		
	P	Bd of Parole																			—						
	P	Juvenile Parole Bd																			—						
CT	A	Dept of Correction																X		X		X	X	X			
	J	Dept of Children & Youth Svcs																—									
	A	Adult Probation																	X								
	J	Family Div, Juvenile Matters																	X				X				
	P	Bd of Parole																			—						
DE	A/J	Dept of Correction																X	X	X		X	X	X			X
																		X	X	X		X	X		X	X	
	P	Bd of Parole																			—						
FL	A	Dept of Corrections																X	X	X		X		X			
	J	Children, Youth, Families Program Office																X	X	X		X	X		X		
	P	Parole & Probation Commission																		X	X						

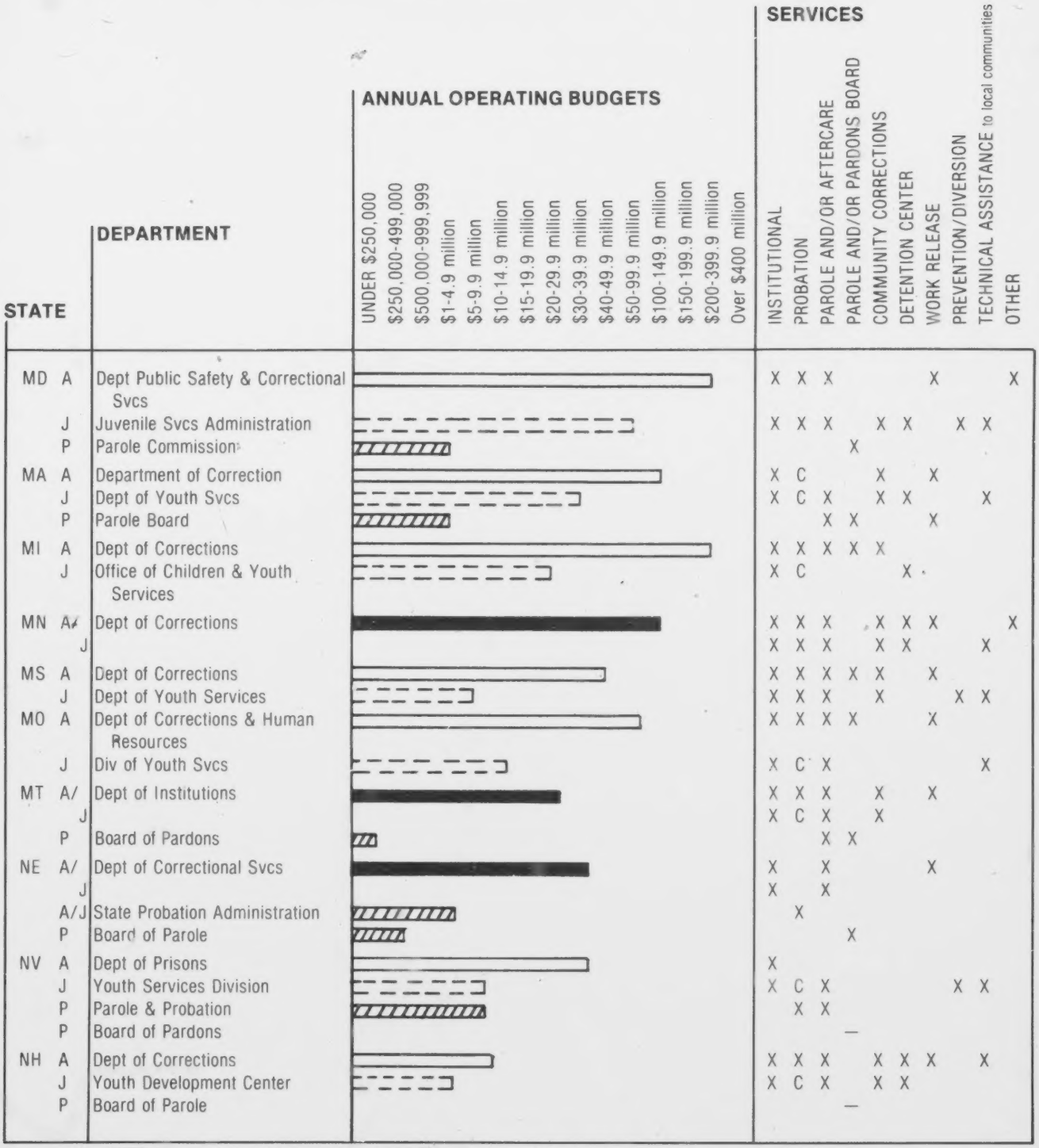
Key A Adult, J Juvenile — A/J Combined departments, P Probation and/or parole — C County or court responsibility, — No response provided, however, dashes signify known services

ANNUAL BUDGETS AND SERVICES



STATE		DEPARTMENT	SERVICES: INSTITUTIONAL	PROBATION	PAROLE AND/OR AFTERCARE	PAROLE AND/OR PARDONS BOARD	COMMUNITY CORRECTIONS	DETENTION CENTER	WORK RELEASE	PREVENTION/DIVERSION	TECHNICAL ASSISTANCE to local communities	OTHER
GA	A	Dept of Offender Rehabilitation	X	X			X		X			
	J	Div of Youth Svcs	X	X			X	X				
	P	Bd of Pardons and Paroles			X	X						
HI	A/	Dept Social Svcs & Housing	X		X		X		X			
	J		X		X							
	P	Paroling Authority			X	X						
	A/J	The Judiciary		X				X		X	X	
ID	A	Dept of Corrections	X	X	X		X		X			
	J	Dept of Health & Welfare	—	—	—		—					
	P	Comm for Pardons & Parole				—						
IL	A/	Dept of Corrections	X	C	X	X	X		X			X
	J		X	C	X		X					
	P	Prisoner Review Board				X						
IN	A/	Department of Correction	X	C	X		X		X			
	J		X	C	X		X					
	P	Parole Bd				X						
IA	A	Dept of Corrections	X	C	X		X		X			
	J	Dept of Human Services	X									
	P	Bd of Parole				—						
KS	A	Department of Corrections	X	C	X		X		X			
	J	Dept Social & Rehabilitation Svcs	—	C	C							
	P	Adult Parole Authority				—						
KY	A	Corrections Cabinet	X	X	X		X					
	J	Dept for Social Svcs	X	C			X					
	P	Parole Bd				—						
LA	A	Dept of Corrections	X	X	X				X			
	J	Div of Youth Svcs	X	X	X						X	X
	P	Parole Bd				X						
ME	A/	Dept of Corrections	X	X			X		X			
	J		X	X	X		X			X		
	P	Parole Board				—						

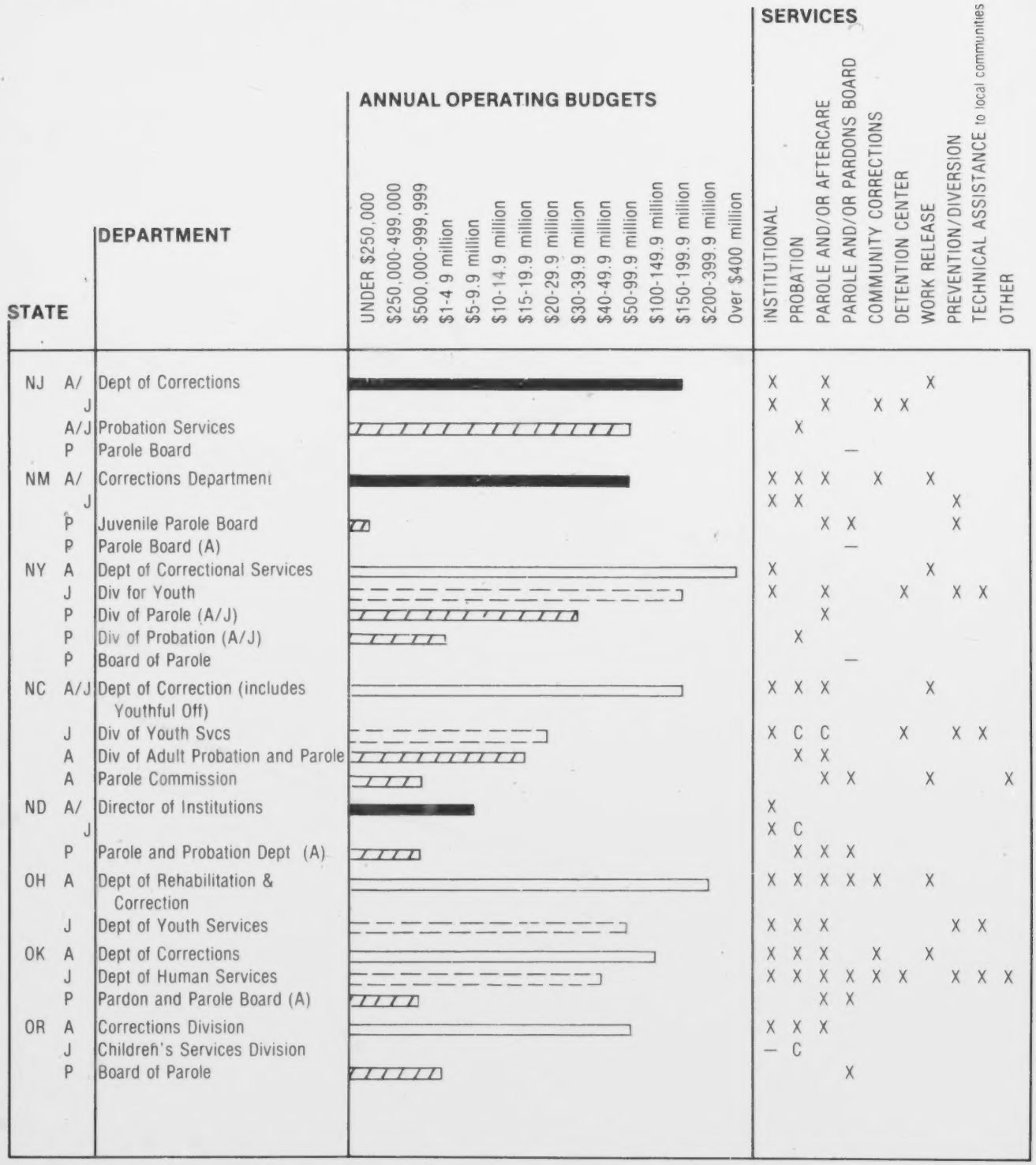
ANNUAL BUDGETS AND SERVICES



STATE		DEPARTMENT	INSTITUTIONAL	PROBATION	PAROLE AND/OR AFTERCARE	PAROLE AND/OR PARDONS BOARD	COMMUNITY CORRECTIONS	DETENTION CENTER	WORK RELEASE	PREVENTION/DIVERSION	TECHNICAL ASSISTANCE to local communities	OTHER
MD	A	Dept Public Safety & Correctional Svcs	X	X	X				X			X
	J	Juvenile Svcs Administration	X	X	X		X	X		X	X	
	P	Parole Commission				X						
MA	A	Department of Correction	X	C			X		X			
	J	Dept of Youth Svcs	X	C	X		X	X			X	
	P	Parole Board			X	X			X			
MI	A	Dept of Corrections	X	X	X	X	X					
	J	Office of Children & Youth Services	X	C				X				
MN	A/J	Dept of Corrections	X	X	X		X	X	X			X
			X	X	X		X	X			X	
MS	A	Dept of Corrections	X	X	X	X	X		X			
	J	Dept of Youth Services	X	X	X		X			X	X	
MO	A	Dept of Corrections & Human Resources	X	X	X	X			X			
	J	Div of Youth Svcs	X	C	X						X	
MT	A/J	Dept of Institutions	X	X	X		X		X			
			X	C	X		X					
	P	Board of Pardons			X	X						
NE	A/J	Dept of Correctional Svcs	X		X				X			
			X		X							
	A/J	State Probation Administration		X								
	P	Board of Parole				X						
NV	A	Dept of Prisons	X									
	J	Youth Services Division	X	C	X					X	X	
	P	Parole & Probation		X	X							
	P	Board of Pardons				—						
NH	A	Dept of Corrections	X	X	X		X	X	X		X	
	J	Youth Development Center	X	C	X		X	X				
	P	Board of Parole				—						

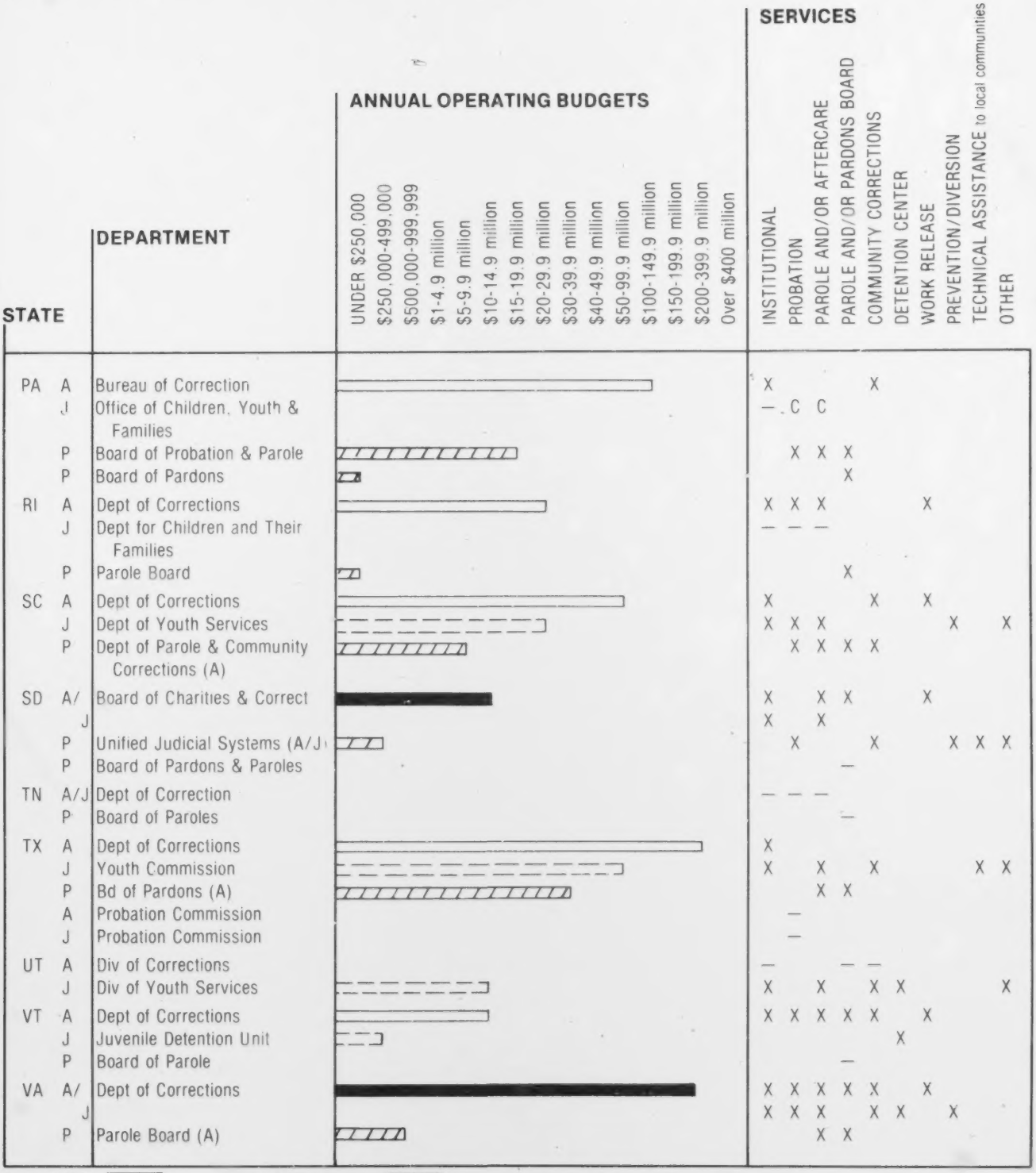
Key: A Adult, J Juvenile; A/J Combined departments; P Probation and/or parole; C County or court responsibility; — No response provided, however, dashes signify known services

ANNUAL BUDGETS AND SERVICES



STATE		DEPARTMENT	ANNUAL OPERATING BUDGETS	SERVICES									
				INSTITUTIONAL	PROBATION	PAROLE AND/OR AFTERCARE	PAROLE AND/OR PARDONS BOARD	COMMUNITY CORRECTIONS	DETENTION CENTER	WORK RELEASE	PREVENTION/DIVERSION	TECHNICAL ASSISTANCE to local communities	OTHER
NJ	A/	Dept of Corrections		X		X				X			
	J			X		X		X	X				
	A/J	Probation Services			X								
	P	Parole Board					—						
NM	A/	Corrections Department		X	X	X		X		X			
	J			X	X						X		
	P	Juvenile Parole Board				X	X				X		
	P	Parole Board (A)					—						
NY	A	Dept of Correctional Services		X						X			
	J	Div for Youth		X		X			X		X	X	
	P	Div of Parole (A/J)				X							
	P	Div of Probation (A/J)			X								
	P	Board of Parole					—						
NC	A/J	Dept of Correction (includes Youthful Off)		X	X	X				X			
	J	Div of Youth Svcs		X	C	C			X		X	X	
	A	Div of Adult Probation and Parole			X	X							
	A	Parole Commission				X	X			X			X
ND	A/	Director of Institutions		X									
	J			X	C								
	P	Parole and Probation Dept (A)			X	X	X						
OH	A	Dept of Rehabilitation & Correction		X	X	X	X	X		X			
	J	Dept of Youth Services		X	X	X					X	X	
OK	A	Dept of Corrections		X	X	X		X		X			
	J	Dept of Human Services		X	X	X	X	X	X		X	X	X
	P	Pardon and Parole Board (A)				X	X						
OR	A	Corrections Division		X	X	X							
	J	Children's Services Division		—	C								
	P	Board of Parole					X						

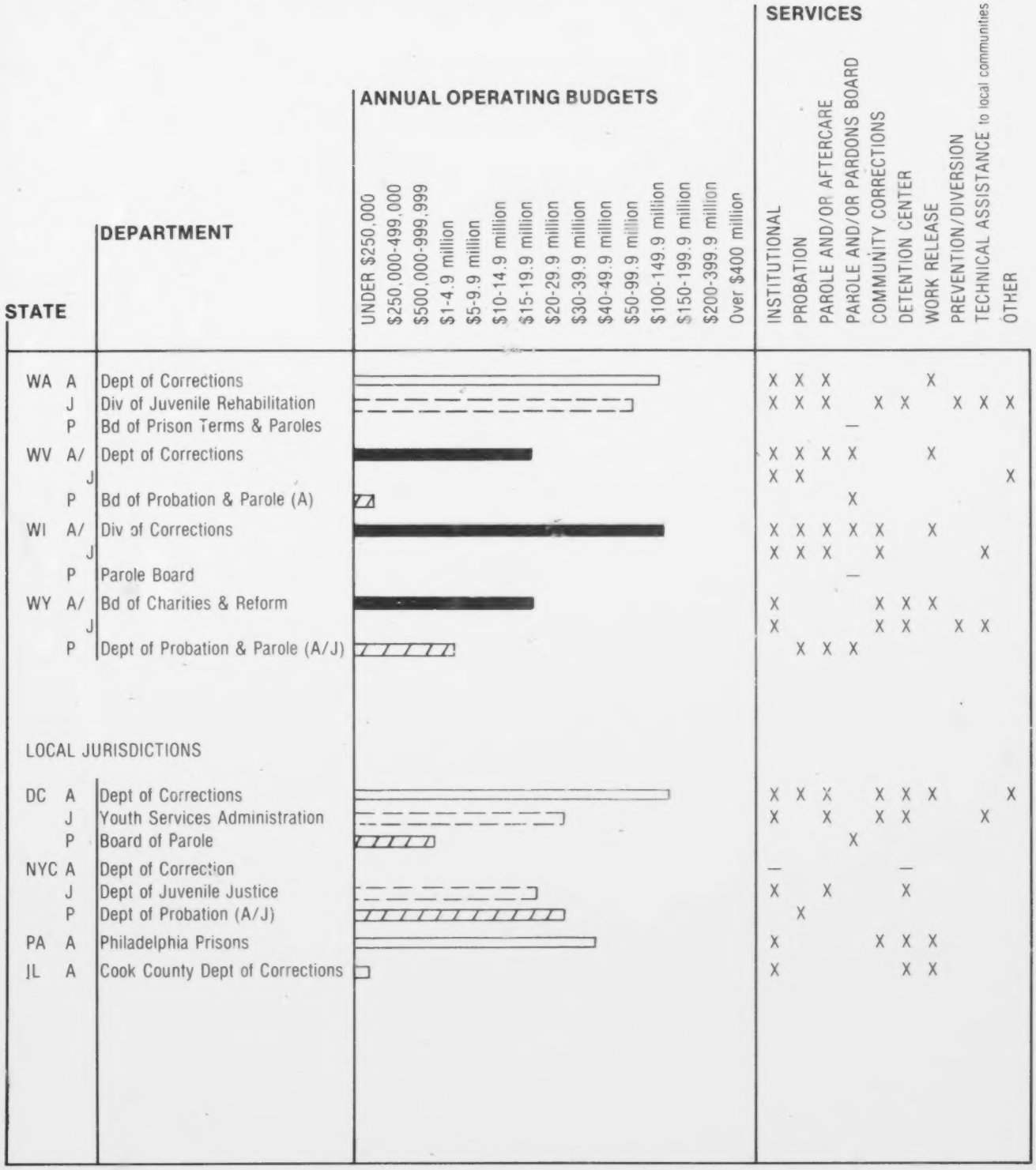
ANNUAL BUDGETS AND SERVICES



STATE		DEPARTMENT	SERVICES									
			INSTITUTIONAL	PROBATION	PAROLE AND/OR AFTERCARE	PAROLE AND/OR PARDONS BOARD	COMMUNITY CORRECTIONS	DETENTION CENTER	WORK RELEASE	PREVENTION/DIVERSION	TECHNICAL ASSISTANCE to local communities	OTHER
PA	A	Bureau of Correction	X				X					
	J	Office of Children, Youth & Families	—	C	C							
	P	Board of Probation & Parole		X	X	X						
	P	Board of Pardons				X						
RI	A	Dept of Corrections	X	X	X				X			
	J	Dept for Children and Their Families	—	—	—							
	P	Parole Board				X						
SC	A	Dept of Corrections	X				X		X			
	J	Dept of Youth Services	X	X	X					X		X
	P	Dept of Parole & Community Corrections (A)		X	X	X	X					
SD	A/J	Board of Charities & Correct	X		X	X			X			
			X		X							
	P	Unified Judicial Systems (A/J)		X			X			X	X	X
	P	Board of Pardons & Paroles				—						
TN	A/J	Dept of Correction	—	—	—							
	P	Board of Paroles				—						
TX	A	Dept of Corrections	X									
	J	Youth Commission	X		X		X				X	X
	P	Bd of Pardons (A)			X	X						
	A	Probation Commission		—								
	J	Probation Commission		—								
UT	A	Div of Corrections	—			—	—					
	J	Div of Youth Services	X		X		X	X				X
VT	A	Dept of Corrections	X	X	X	X	X		X			
	J	Juvenile Detention Unit						X				
	P	Board of Parole				—						
VA	A/J	Dept of Corrections	X	X	X	X	X		X			
			X	X	X		X	X		X		
	P	Parole Board (A)			X	X						

Key A Adult, J Juvenile; A/J Combined departments, P Probation and/or parole; C County or court responsibility; — No response provided, however, dashes signify known services

ANNUAL BUDGETS AND SERVICES



STATE		DEPARTMENT	ANNUAL OPERATING BUDGETS													SERVICES								
			UNDER $250,000	$250,000-499,000	$500,000-999,999	$1-4.9 million	$5-9.9 million	$10-14.9 million	$15-19.9 million	$20-29.9 million	$30-39.9 million	$40-49.9 million	$50-99.9 million	$100-149.9 million	$150-199.9 million	$200-399.9 million	Over $400 million	INSTITUTIONAL	PROBATION	PAROLE AND/OR AFTERCARE	PAROLE AND/OR PARDONS BOARD	COMMUNITY CORRECTIONS	DETENTION CENTER	WORK RELEASE	PREVENTION/DIVERSION	TECHNICAL ASSISTANCE to local communities	OTHER
WA	A	Dept of Corrections																X	X	X				X			
	J	Div of Juvenile Rehabilitation																X	X	X		X	X		X	X	X
	P	Bd of Prison Terms & Paroles																			—						
WV	A/	Dept of Corrections																X	X	X	X			X			
	J																	X	X								X
	P	Bd of Probation & Parole (A)																			X						
WI	A/	Div of Corrections																X	X	X	X	X		X			
	J																	X	X	X		X				X	
	P	Parole Board																			—						
WY	A/	Bd of Charities & Reform																X				X	X	X			
	J																	X				X	X		X	X	
	P	Dept of Probation & Parole (A/J)																	X	X	X						
LOCAL JURISDICTIONS																											
DC	A	Dept of Corrections																X	X	X		X	X	X			X
	J	Youth Services Administration																X		X		X	X			X	
	P	Board of Parole																			X						
NYC	A	Dept of Correction																—					—				
	J	Dept of Juvenile Justice																X		X			X				
	P	Dept of Probation (A/J)																	X								
PA	A	Philadelphia Prisons																X				X	X	X			
IL	A	Cook County Dept of Corrections																X					X	X			

POSITIONS OF ADULT AND JUVENILE CORRECTIONS IN STATE GOVERNMENT

(as of July 1, 1983)

STATE	DOC (A&J)	DOC (A)	DPS (A)	DHS (A&J)	DHS (A)	DHS (J)	DYS (J)	COMMENT	DATE OF CHANGE
AL		X					X	(B) abolished by court	1979
AK		X				X		(J) & (A) separated	1981
AZ	X							(A) made independent	1983
AR		X(B)				X		from independent board	1969
CA	X							department created	1968
CO		X				X		changed from DHS agency in	1980
CT		X					X	(A) changed from DHS agency in	1977
DE	X								
FL		X				X		changed from DHS agency in	1975
GA		X(B)				X		(A) changed from DHS agency in	1976
HI				X				department created	1972
ID		X(B)				X			
IL	X								
IN	X(B)							from DPS	1970
IA		X				X		separated from DHS	1953
KS		X				X		created DHS, 1968; DOC created	1983
KY		X				X		(A) changed from DHS agency in	1977
LA	X							changed from DPS (1981); changed to Corrections Cabinet	1982
ME	X								
MD			X			X		changed from mental hlth & corr	1981
MA					X	X		from independent agency	1970
MI		X(B)				X			
MN	X							department created	1953
MS		X(B)					X		
MO		X*				X		changed to department status	1976
MT	X							(A) changed from DHS agency in	1981
NE	X							department of institutions created	1975
NV		X				X			
NH		X(B)				X			
NJ	X							DOC established	1983
NM	X							created from a division of DHS	1976
NY		X					X	changed from DPS	1980
NC		X				X			
ND		X				X			
OH		X					X	created from dept of mental hlth & corr	1971
OK		X(B)				X			
OR					X	X		established DHS	1971
PA		X				X		changed from dept of justice	1980
RI		X					X	juvenile changed to separate dept	1980
SC		X(B)					X(B)	DYS merged with placement & aftercare	1981
SD	X(B)								
TN	X							separated from DHS agency in	1977
TX		X(B)					X(B)		
UT		X					X		
VT					X	X		reorganized	1983
VA	X								
WA		X				X			
WV	X							adult changed from DHS agency in	1981
WI				X					
WY				X(B)					
TOTALS	16	27	1	3	3	22	9		

Key: (Abbreviations are in generic form.)
Refer to directory listing for specific titles.)
DOC—Department of Corrections
DPS—Department of Public Safety
DHS—Department of Human Services or similar umbrella agency
DYS—Department of Youth Services
(A)—Adult
(J)—Juvenile
(B)—Administrative Board
*—Dept of Corrections and Human Resources, 1982

FISCAL INFORMATION

This table represents fiscal information for adult and juvenile state departments providing correctional services, reported as of July 1, 1983. Biennial budgets have been halved and are recognized by "b".

State	OPERATIONAL BUDGET (Entire Department)		CAPITAL EXPENDITURES (Planned and Approved)							
			ADULT				JUVENILE			
	Adult	Juvenile	Total	Appropriated	Bond/ (Other)	No. of Major New/ Renov. Projects	Total	Appropriated	Bond/ (Other)	No. of Major New/ Renov. Projects
AL	$ 66,073,570	$11,467,542	$21,515,267	$	($21,515,267)	3/0	$ 5,169,907	$ 53,978	$ 5,115,929	3/3
AK	67,771,600	11,473,000	24,500,000	24,500,000		4/1	3,307,500	3,307,500		0/1
AR	39,799,882	10,185,984	10,215,023[b]			2/6	510,165			2/1
AZ	110,899,700*	*	4,484,000*	4,484,000		3/3	*			
CA	644,524,000	170,651,000	332,960,000		332,960,000	23/13	206,000			0/1
CO	50,927,956	19,485,701	6,181,600			6/4	50,037	50,037		1/1
CT	73,001,091	71,101,568	5,400,000		101,950,000	3/0	1,279,000	110,000	1,169,000	1/6
DE	41,141,600	0[2]	480,000		480,000	1/0	0			0
FL	297,591,076	134,610,744	38,859,799	38,859,799		8/0	1,640,075	1,640,075		2/2
GA	166,422,202	40,177,713	960,000	590,000	(370,000)	2/1	1,793,996	293,996	1,500,000	4/6
HI	24,539,763*	*	15,756,000*	66,000	15,690,000	1/0	*			2/1
ID	12,650,400	*	25,000	25,000		0	—			1/0
IL	290,412,800	*	160,114,825*[b]		160,114,825	5/2	*			
IN	111,682,946*	*	33,007,630*[b]	33,007,630		6/1	*			
IA	63,867,000	7,319,361	8,352,000	8,352,000		1/5	0			0
KS	48,259,612	23,918,244	10,118,626	8,424,173	(1,694,453)	1/2	1,537,500	1,537,500		4/4
KY	56,000,000	23,457,052	25,100,000[3]		25,100,000[3]	8/11	60,000	60,000		0/6
LA	155,557,845*	*	49,665,590*	38,199,590	11,465,000	12/15	*			
ME	25,987,145*	*	—*			0	*			
MD	110,070,020	50,284,377	10,794,000		10,794,000	4/0	8,160,000		8,160,000	4/3
MA	101,500,000	30,566,520	†			†	0			0
MI	265,986,000	27,950,500	25,985,700	25,985,700		4/1	0			0
MN	82,602,300*	*	16,788,000*		16,788,000	1/4	*			
MS	43,299,034	8,572,342	51,000,000		51,000,000	5/1	350,000	350,000		0/5
MO	72,723,113	11,041,542	4,059,968	2,632,239	(1,427,729)	2/1	2,495,433	347,464	2,147,969	2/3
MT	23,093,031*[b]	*	16,522,624*		16,522,624[3]	3/1	*			
NE	41,310,383*	*	4,018,455*			1/0	*			
NV	33,835,865	5,616,844[b]	2,056,455		2,056,455	1/1	55,079	55,079		0/0
NH	8,396,673	4,331,133	21,119,840		21,119,840	5/0	1,250,000		1,250,000	0/4
NJ	161,665,972*	*	80,000,000*		80,000,000	1/0	*			
NM	61,000,000*	*	30,348,000*[4]			5/12	*	*		
NY	532,880,300	107,141,000	329,037,480	75,295,000	(253,742,480)	—	7,858,500	7,858,500		1/1
NC	189,294,803	26,061,365	0			—	796,884	796,884		3/0
ND	9,617,946*	*	1,000,000*	1,000,000		0/1	*			
OH	167,373,441	11,398,207[b]	97,275,500	7,275,500	90,000,000	3/4	1,399,177	1,399,177		0/5
OK	107,471,876	24,500,000	4,900,000	4,900,000		5/2	0			1/0
OR	71,340,314[b]	28,597,178	6,093,888[b]			1/0	181,088[b]			0/1
PA	136,970,000	33,975,000	†			18/4	0			0
RI	26,376,528	7,606,495	500,000				570,000		570,000	0/3
SC	77,457,900	21,000,000	6,317,708		6,317,708	0	888,731	50,000	838,731	0/3
SD	9,769,750*	*	869,339*			1/2	*			
TN	123,431,400*	*	23,024,000*	2,307,000	20,717,000	3/1	*			
TX	155,060,627	39,450,041	52,791,000	52,791,000		14/7	0			1/1
UT	33,624,700	10,459,800	579,875			1/1	0			0
VT	15,071,000	14,239,400[5]	3,150,000	3,150,000		2/1	2,500,000		2,500,000	1/0
VA	242,618,580*	*	21,299,400*[b]	21,299,400*[b]		2/0	*			
WA	140,561,000[b]	34,250,500[b]	56,337,503[b]		56,337,503[b]	11/10	1,416,100[b]			0/3
WV	17,202,102*	*	5,400,000*	4,000,000	(1,400,000)	2/6	*			
WI	137,452,400*	*	70,099,050*[b]	485,800		8/3	*			
WY	14,000,000*[b]	*	1,000,000*[b]	1,000,000[b]		8/10	*			
Totals	6,581,030,399*		1,690,062,145	358,629,831	1,299,562,884	200/137	43,475,172	17,910,190	23,251,629	33/64

Notes:
† Capital Expenditure Budget is still before the legislature.
N/A Not applicable
— Information was not made available at time of publication.
* Combined adult and juvenile departments.
1 Includes other.
2 Newly created juvenile department July 1, 1983
3 Not separated out, under an "umbrella" agency.
4 Total includes $47,125,000 from FY 84
5 Biennial budget not split.
6 Includes bond money.
7 Funds were appropriated for these projects in prior years.
8 Includes children in need of care & supervision due to neglect or abuse, and delinquents.

Status of bond issues as of November 1983: Maine-failed $7,500,000; Missouri-pending $35,297,855; Nevada-approved $1,856,000 failed $200,455; Ohio-pending $90,000,000; Rhode Island-approved $5,600,000; Wisconsin-approved $50,000,000 pending $33,000,000.

PERSONNEL INFORMATION

(as of July 1, 1983)

ADULT SYSTEM

State	Total # of Empl.	White		Black		Hispanic		Amer. Ind. Alas. Nat.		All Others	
		Male	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem
AL	2,003	1,100	223	565	113	0	0	2	0	0	0
AK	663	401	156	34	6	6	5	13	11	4	3
AZ	2,338	1,510	378	103	37	241	37	16	5	11	0
AR	1,089	555	169	307	57	0	0	1	0	0	0
CA	10,840	5,220	1,715	1,258	584	1,197	369	115	45	225	112
CO	1,141	781	193	44	8	75	24	5	4	5	2
CT	2,119	1,412	262	277	41	99	9	6	2	10	1
DE	1,227	639	198	61	292	10	12	4	5	6	0
FL	9,480	5,785	1,904	1,006	614	99	34	10	5	19	4
GA	5,090	2,720	1,015	907	409	0	0	0	0	39†	
HI	826										
ID	339	260	74	1	0	1	0	3	0	0	0
IL	5,989	3,686	1,092	780	299	58	9	31	8	20	6
IN*	2,797	1,880	594	340	196	19	0	1	0	3	2
IA	1,613	1,136	342	62	20	27	4	15	3	4	0
KS	1,116	732	235	82	23	24	6	3	0	9	2
KY	1,493	1,023	365	69	36	0	0	0	0	0	0
LA	3,428	1,840	631	671	267	8	0	3	1	6	1
ME*	812	644	158	4	1	0	1	0	2	2	0
MD	3,140	1,545	294	915	362	7	2	8	0	5	2
MA	3,235	2,288	661	172	71	30	3	4	0	4	2
MI	5,644	5,644†**									
MN	1,585	1,173	330	44	5	9	2	13	4	4	1
MS	1,502	464	213	646	172	0	0	0	0	5	2
MO	1,930	1,424	366	92	45	1	0	2	0	0	0
MT	435	340	72	0	1	3	0	15	3	1	0
NE	931	666	202	34	12	10	0	6	0	0	1
NV	787	537	122	56	22	30	4	10	1	5	0
NH	223	187	30	1	0	0	0	0	0	5	0
NJ	5,159	2,835	784	1,063	323	100	27	10	0	11	6
NM	929	270	62	29	2	494	67	8	1		
NY	16,557	11,074	2,560	1,689	582	*510	75	50	17	0	0
NC	7,279	4,465	931	1,490	309	0	0	70	14	0	0
ND	154	130	20	0	0	1	0	1	1	1	0
OH	4,346	3,572**	774**								
OK	3,146	1,733	873	194	175	15	5	93	43	7	8
OR	1,289	853	312	30	16	30	8	17	13	8	2
PA	3,224	2,536	371	231	67	12	0	0	0	5	2
RI	770	625	102	32	4	4	1	0	0	2	0
SC	2,419	981	419	721	271	19	8				
SD	218	170	40	1	1	0	0	6	0	0	0
TN	3,388										
TX	36,784	13,214	619	15,205	807	6,730	209	0	0	0	0
UT	709	483	161	21	5	21	5	3	1	9	0
VT	404	296**	108**								
VA	4,999	2,575	635	1,281	449	29	9	4	2	13	2
WA	3,061	1,967	717	164	33	56	14	33	25	35	17
WV*	729	528**	201**								
WI	2,769	1,946	654	56	55	22	4	19	5	6	2
WY	276	182	68	0	0	17	6	0	0	2	1
TOTALS	172,424										

JUVENILE SYSTEM

State	Total # of Empl.	White		Black		Hispanic		Amer. Ind. Alas. Nat.		All Others	
		Male	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem
AL	347	68	84	123	70	0	1	0	0	0	1
AK	221										
AZ	330	157	91	19	18	26	13	2	2	2	0
AR	347	103	86	85	73	0	0	0	0	0	0
CA	3,881	1,434	755	567	258	479	182	33	18	93	62
CO	537	197	160	58	30	61	20	4	3	3	1
CT	283	132	96	32	13	7	3	0	0	0	1
DE	163	36	30	62	34	0	0	0	0	0	1
FL	5,007	1,009	1,945	774	1,033	56	90	0	0	0	0
GA	1,932	546	554	409	428	2	0	2	0	1	0
HI	90										
ID	140	91	44	0	0	1	0	0	2	1	1
IL	996	407	192	294	85	11	0	5	0	2	0
IN*	*										
IA	228	136	86	0	3	2	0	0	1	0	0
KS	458	159	179	70	36	7	2	2	0	0	3
KY	580										
LA	826	155	111	391	169	0	0	0	0	0	0
ME*	*										
MD	1,443	425	297	378	340	0	0	0	0	2	1
MA	528	298	131	55	18	12	8	1	0	2	3
MI	681	331	168	130	39	3	3	1	2	3	1
MN	274	178	88					3	2	2	1
MS	413	82	112	120	97	1	1	0	0	0	0
MO	463	219	158	41	41	2	1	0	1	0	0
MT	221	121	94	0	0	3	1	1	1	0	0
NE	206	108	94	2	1	1	0	0	0	0	0
NV	162	85	60	1	1	3	6	3	1	2	0
NH	163	88	74	0	0	1	0	0	0	0	0
NJ	484	174	121	154	33	1	0	0	0	0	1
NM	283	60	41	3	1	130	45	3	0	0	0
NY	3,595	1,229	769	949	456	133	35	8	7	7	2
NC	666	552**	114**								
ND	67	38	25	0	0	0	0	3	1	0	0
OH	1,675	461	444	387	368	6	4	1	2	2	0
OK	747†	468†		248†		33		43			
OR	464	288	145	6	3	9	2	1	0	6	4
PA	771	358	163	187	63	0	0	0	0	0	0
RI	275										
SC	849	214	242	201	189	2	1	0	0	0	0
SD	111	74	36	0	0	0	0	1	0	0	0
TN	819										
TX	1,431	422	401	261	180	99	65	0	0	1	2
UT	129	69	35	5	2	8	4	1	1	2	2
VT	136	65	70	1	0	0	0	0	0	0	0
VA	835	218	195	258	155	4	4	0	0	1	0
WA	695	349	289	19	11	7	2	7	4	5	2
WV*	*										
WI	451	299	117	16	6	2	2	4	3	2	0
WY	124	85	38	0	0	1	0	0	0	0	0
TOTALS	35,629										

Notes:

† Combined male/female totals.

— Information not made available at time of publication.

* Combined adult and juvenile departments.

** Combined total of all races.

1 Institutions only.

2 Combined races other than black and white.

CHARACTERISTICS OF ADULT PAROLING AUTHORITIES

(as of July 1, 1983)

State	Name of Agency	Independent	Number of Bd Members	Full-time Board	Administration of Field Parole Services
AL	Bd of Pardons & Paroles	Yes	3	Yes	Bd of Pardons & Paroles
AK	Bd of Parole	Yes	5	No	Adult Corrections Agency
AZ	Bd of Pardons & Paroles	Yes	5	Yes	Dept of Corrections
AR	Bd of Pardons & Paroles	Yes	3	Yes	Dept of Correction
CA	Board of Prison Terms	Yes	9	Yes	Dept of Corrections
CO	Bd of Parole	Yes	5	Yes	Dept of Corrections
CT	Bd of Parole	Yes	11	No[a]	Dept of Corrections
DE	Bd of Parole	Yes	5	No[a]	Dept of Correction
DC	Bd of Parole	Yes	3	Yes	Dept of Corrections
FL	Parole & Probation Commission	Yes	9	Yes	Dept of Corrections
GA	Bd of Pardons & Parole	Yes	5	Yes	Bd of Pardons & Parole
HI	Paroling Authority	Yes	3	No[a]	Par. Auth
ID	Commission for Pardons & Parole	Yes	5	No	Dept of Corrections
IL	Prisoner Review Bd	Yes	10	Yes	Prisoner Review Board
IN	Parole Board	Yes	5	Yes	Dept of Corrections
IA	Bd of Parole	Yes	7	No	Dept of Corrections
KS	Adult Parole Authority	Yes	5	Yes	Dept of Corrections
KY	Parole Board	Yes	5	Yes	Corrections Cabinet
LA	Bd of Parole	Yes	5	Yes	Dept of Corrections
ME	Parole Board	Yes	5	No	Dept of Corrections
MD	Parole Commission	No	7	Yes	Dept of Public Safety & Corr Svcs
MA	Parole Board	Yes	7	Yes	Parole Bd
MI	Parole Bd	No	7	Yes	Dept of Corrections
MN	DOC, Office of Adult Release	No	4	No[a]	Dept of Corrections
MS	Parole Bd	Yes	5	No[a]	Dept of Corrections
MO	Bd of Probation & Parole	Yes	3	Yes	Bd of Probation & Parole
MT	Bd of Pardons	Yes	3	No	Dept of Institutions
NE	Bd of Parole	No	5	No[b]	Dept of Correctional Svcs
NV	Bd of Parole Commissioners	Yes	3	Yes	Dept of Parole & Probation
NH	Bd of Parole	Yes	3	No	Bd of Parole
NJ	Parole Bd	Yes	7	Yes	Dept of Corrections
NM	Parole Bd	Yes	3	Yes	Corrections Dept
NY	Bd of Parole	Yes	15	Yes	Division of Parole
NC	Parole Commission	Yes	5	Yes	Dept of Correction
ND	Parole Board	Yes	3	No	Parole & Probation Dept
OH	Adult Parole Authority	No	9	Yes	Dept of Rehab & Correction
OK	Pardon & Parole Bd	Yes	5	Yes	Dept of Corrections
OR	Bd of Parole	Yes	5	Yes	Corrections Division
PA	Bd of Probation & Parole	Yes	5	Yes	Bd of Probation & Parole
RI	Parole Board	Yes	5	No	Dept of Corrections
SC	Parole & Community Corr Bd	Yes	6	No	Dept of Parole & Community Corr
SD	Bd of Pardons & Paroles	Yes	3	No	Office of Correctional Services
TN	Bd of Paroles	Yes	5	Yes	Bd of Paroles
TX	Bd of Pardons & Paroles	Yes	3[d]	Yes	Bd of Pardons & Paroles
UT	Bd of Pardons & Parole	Yes	3	Yes	Div of Corrections
VT	Bd of Parole	Yes	5	No	Dept of Corrections
VA	Parole Board	Yes	5	Yes	Dept of Corrections
WA	Bd of Prison Terms & Paroles	Yes	7	Yes	Dept of Corrections
WV	Bd of Probation & Parole	Yes	3	Yes	Dept of Corrections
WI	Parole Board	No	7	Yes	Div of Corrections
WY	Adult Parole Bd	Yes	3	No	Dept of Probation & Parole
US	Parole Commision	Yes	9	Yes	U.S. District Courts

[a] The chairman serves full-time; members serve part-time.

[b] The chairman and two members serve full-time; two members serve part-time.

[c] MN Corrections Bd legislatively abolished June 30, 1982.

[d] Plus nine-member Parole Commission.

SECTION II

PERSONNEL: Compensation & Benefits

COMPENSATION AND BENEFITS

The comparison of salary and benefits of the various states in relation to staff size and program responsibility is a difficult if not impossible task. The diverse structures of state correctional departments simply are not easy to compare even when people hold the same job titles.

For instance, one director of corrections may have responsibility for adult, juvenile, field, and institutional programs while another director may be responsible only for adult services. The number of persons under supervision varies as well as the number of employees.

"The diverse structures of state correctional departments simply are not easy to compare even when people hold the same job titles."

Traditional and comparable pay with other departments within the various state governments play an important part in salary determination. So far, there has been no nationwide determination as to what constitutes an adequate salary schedule. Therefore, the wide variations in responsibility and salary allocation must be interpreted very carefully.

Highlights of ACA Membership . . .

Our Membership Information Status Report (MIS) provides the Association with especially valuable information. Some of it we like to read, some of it is disturbing. For instance, did you know that correctional officers in many states are currently paid considerably less than law enforcement officers or other personnel in their state's criminal justice system? Did you know that many have to use food stamps and work second jobs to support their families?

Here are some facts . . .

- The lowest-paid salary for entry-level correctional officers is $9,817 in the adult system, $7,950 in the juvenile system. The highest salary reported is $26,892 for adult departments and $29,820 for juvenile.
- In the *13 Western states*, the lowest-paid entry-level salary is $11,254; only four Western states pay their correctional officers a starting salary of more than $17,000.
- In the *13 Central states*, the starting salary for entry-level correctional officers is less than $12,000 in one state; six states pay less than $13,000; no state pays more than $17,000.
- In the *13 Southern states*, two states pay less than $11,000 for starting salaries for entry-level correctional officers; eight states pay less than $12,000; no state pays more than $17,000.
- In the 5 *Middle Atlantic states*, one state pays less than $11,000 and two states pay more than $17,000 as a starting salary for entry-level correctional officers.
- Lastly, in the 6 *New England states*, one state pays less than $10,000 and one state pays more than $17,000 as starting salaries for their entry-level correctional officers.

Correctional systems have a long way to go before correctional officers are paid a living wage.

The MIS also revealed the following interesting statistics about the 11,337 ACA members (out of a total membership of 13,500) who responded to our questionnaire . . .

- 72.3% of those 11,337 members have a bachelor's degree or higher.
- 40.6% have a master's degree or higher.
- 41.3% have more than 10 years experience in the corrections field.
- The average ACA member is a 41-year old, white male with a bachelor's degree.
- The lowest salary reported for a director of corrections is $33,500.
- The highest potential salary reported for a director of corrections is $81,648.

Sorting out the responses from our female membership revealed the following . . .

- Women make up 25% of ACA's general individual membership.
- 65.1% of the female members responding earn salaries between $10,000 and $25,000.
- 44.5% of the women are in line-level jobs.
- 63.6% have less than 8 years experience.
- 71.7% have at least a bachelor's degree.
- 36.9% have a master's degree or higher.
- The median age of our female members is 38.

ACA MEMBERSHIP INFORMATION STATUS REPORT (MIS)

General Membership and Selected Positions

Salary Level	General Membership		Commissioner/ Director		Administrator/ Dep. Secretary		Superintendent/ Warden		Probation/ Parole Officer		Correctional Officer/ Manager	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Volunteer	251	2.3	5	.9	14	.7	0	0	2	1.1	4	.2
Under $10,000	747	6.7	24	4.5	56	3.0	3	.3	3	1.7	53	2.2
10,001-15,000	2,056	18.5	43	8.0	118	6.3	41	4.5	31	17.2	338	14.1
15,001-20,000	2,320	20.9	65	12.1	249	13.3	125	13.8	22	12.2	648	27.0
20,001-25,000	2,014	18.1	73	13.6	332	17.8	178	19.7	31	17.2	618	25.8
25,001-30,000	1,323	11.9	75	14.0	331	17.7	149	16.5	26	14.4	381	15.9
30,001-35,000	911	8.2	60	11.2	252	13.5	150	16.6	29	16.1	193	8.0
35,001-40,000	583	5.2	56	10.4	185	9.9	107	11.8	18	10.0	80	3.3
40,001-45,000	353	3.2	42	7.8	131	7.0	60	6.6	4	2.2	36	1.5
45,001-50,000	209	1.9	28	5.2	70	3.7	33	3.7	3	1.7	8	.3
50,001-55,000	137	1.2	22	4.1	42	2.2	24	2.7	2	1.1	5	.2
Over 55,000	217	2.0	26	4.8	47	2.5	25	2.8	5	2.8	2	.1
Other/No Response	6	0	18	3.3	42	2.2	8	.9	4	2.2	33	1.2
TOTALS	11,127		537		1,869		903		180		2,399	

ACA MEMBERSHIP INFORMATION STATUS REPORT (MIS)

General Membership and Selected Positions

Length of Experience in Corrections	General Membership		Commissioner/ Director		Administrator/ Dep. Secretary		Superintendent/ Warden		Probation/ Parole Officer		Correctional Officer/ Manager	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Less than 2 years	1,251	11.1	44	8.2	126	6.7	13	1.4	13	7.2	117	4.9
At least 2 but under 4 years	1,516	13.4	64	11.9	144	7.7	33	3.7	26	14.4	231	9.6
At least 4 but under 6 years	1,447	12.8	48	8.9	158	8.5	62	6.9	25	13.9	304	12.7
At least 6 but under 8 years	1,279	11.3	43	8.0	193	10.3	83	9.2	19	10.6	339	14.1
At least 8 but under 10 years	1,114	10.1	56	10.4	196	10.5	84	9.3	16	8.9	311	13.0
At least 10 but under 15 years	2,088	17.8	111	20.7	407	21.8	220	24.4	23	12.8	504	21.0
At least 15 but under 20 years	1,052	9.3	60	11.2	233	12.5	143	15.8	19	10.6	288	12.0
At least 20 but under 25 years	761	6.7	46	8.6	181	9.7	124	13.7	13	7.2	183	7.6
More than 25 years	846	7.5	62	11.5	215	11.5	138	15.3	25	13.9	118	4.9
No response			3	.6	16	.8	3	.3	1	.6	4	.1
TOTALS	11,304		537		1,869		903		180		2,399	
Educational Level												
High School or GED	1,966	17.3	70	13.0	195	10.4	170	18.8	12	6.7	384	16.0
Associate Degree	1,181	10.4	52	9.7	135	7.2	93	10.3	6	3.3	278	11.6
Bachelors Degree	3,589	31.7	129	24.0	559	29.9	254	28.1	72	40.0	796	33.2
Masters Degree	3,316	29.2	200	37.2	701	37.5	310	34.3	59	32.8	765	31.9
LL.B Bachelor of Laws	244	2.2	21	3.9	42	2.2	9	1.0	15	8.3	11	.5
M.S.W. D.S.W	411	3.6	36	6.7	114	6.1	40	4.4	7	3.9	95	4.0
Doctorate	630	5.6	27	5.0	117	6.3	24	2.7	9	5.0	62	2.6
No Response			2	.4	6	.3	3	.3	0		8	.4
TOTALS	11,337		537		1,869		903		180		2,399	
Sex												
Female	2790	24.6	131	24.4	302	16.2	105	11.6	47	26.1	540	22.5
Male	8558	75.4	404	75.2	1559	83.4	793	87.8	133	73.9	1848	77.0
No Response	3	0	2	.4	8	.5	5	.5			11	.5
TOTALS	11,351		537		1,869		903		180		2,399	

Cultural Background	General Membership Count	%	Commissioner/ Director Count	%	Administrator/ Dep. Secretary Count	%	Superintendent/ Warden Count	%	Probation/ Parole Officer Count	%	Correctional Officer/ Manager Count	%
American Indian	106	.9	5	.9	14	.7	12	1.3	2	1.1	28	1.2
Oriental	48	.4	0		7	.4	2	.2	0		11	.5
Black	968	8.6	49	9.1	151	8.1	88	9.7	38	21.1	181	7.5
Caucasian	9,589	84.9	448	83.4	1,600	85.6	774	85.7	122	67.8	2,055	85.7
Hispanic	262	2.3	14	2.6	34	1.8	9	1.0	5	2.8	56	2.3
Other	324	2.9	11	2.0	44	2.4	14	1.6	10	5.6	57	2.4
No Response			10	1.9	19	1.2	4	.5				
TOTALS	11,297		537		1,869		903		180		2,399	
Ex-Offender												
Yes	234	2.1	21	3.9	42	2.2	7	.8	2	1.1	40	1.7
No	11,081	97.9	513	95.5	1,809	96.8	890	98.6	176	97.8	2,347	97.8
No Response	6	.1	3	.6	18	1.1	6	.7	2	1.1	12	.5
TOTALS	11,321		537		1,869		903		180		2,399	

Age	Count	%
20-25	153	1.3
26-30	846	7.5
31-35	1,869	16.5
36-40	2,218	19.5
41-45	1,660	14.6
46-50	1,337	11.8
51-55	1,263	11.2
56-60	944	8.3
61-65	645	5.7
66-70	257	2.3
71-75	105	.8
76-80	30	.2
81-83	12	0
TOTAL	11,339	

"The average ACA member is a 41-year old white male with a college degree."

ACA MEMBERSHIP INFORMATION STATUS REPORT (MIS)

Characteristics of General Membership and of Selected Positions By Mean or Middle Point

	Year of Birth and Age		Length of Experience	Educational Level Achieved	Cultural Background	Salary Levels
General Membership	1943	Age 41	At least 8 but under 10 years	Bachelors Degree	White	$20,000-25,000
Commissioner/ Director[1]	1940	44	At least 10 but under 15 years	Masters Degree	White	$25,000-30,000
Administrator/Deputy Secretary	1940	44	At least 10 but under 15 years	Masters Degree	White	$25,000-30,000
Superintendent/ Warden	1939	45	At least 10 but under 15 years	Bachelors Degree	White	$25,000-30,000
Probation/Parole Officer	1937	47	At least 8 but under 10 years	Masters Degree	White	$20,000-25,000
Correctional Officer/ Manager	1943	41	At least 8 but under 10 years	Bachelors Degree	White	$20,000-25,000

[1] Generic title, see page 20 for chief administrative officer's salary range

Women Members

Job Title	Count	%
Administrative Intern	54	1.9
Administrator/Deputy/Secretary	302	10.8
University Professor	95	3.4
Commissioner/Director	131	4.7
Consultant	74	2.7
Elected Official	8	.3
Inmate	18	.6
Judge	3	.1
Lawyer	28	1.0
Line Employee/Worker	599	21.5
Correctional Officer/Manager	540	19.4
Probation/Parole Officer	47	1.7
Physician/Dentist/Nurse	95	3.4
Superintendent/Warden	105	3.8
Volunteer	71	2.5
Other in Criminal Justice	573	20.5
No Response	47	1.6
TOTAL	2,790	

Length of Experience	Count	%
Less than 2 years	438	15.7
At least 2 but under 4 years	536	19.2
At least 4 but under 6 years	454	16.3
At least 6 but under 8 years	345	12.4
At least 8 but under 10 years	269	9.6
At least 10 but under 15 years	413	14.8
At least 15 but under 20 years	154	5.5
At least 20 but under 25 years	83	3.0
More than 25	61	2.2
No Response	37	1.0
TOTAL	2,790	

ACA MEMBERSHIP INFORMATION STATUS REPORT (MIS)
Women Members

Salary Level	Count	%
Volunteer	106	3.8
Under $10,000	267	9.6
10,001-15,000	657	23.5
15,001-20,000	710	25.4
20,001-25,000	453	16.2
25,001-30,000	250	9.0
30,001-35,000	135	4.8
35,001-40,000	56	2.0
40,001-45,000	27	1.0
45,001-50,000	21	.8
50,001-55,000	8	.3
Over 55,001	12	.4
No Response	88	2.7
TOTAL	2,790	

Cultural Background	Count	%
American Indian	25	.9
Oriental	15	.5
Black	296	10.6
Caucasian	2,315	83.0
Hispanic	55	2.0
Other	64	2.3
No Response	20	.6
TOTAL	2,790	

The average woman member is white, age 38 with a college degree, with at least 4 but under 6 years of experience and with a salary level of $15,000-$20,000.

Age	Count	%
20-25	85	3.0
26-30	386	13.7
31-35	618	22.2
36-40	519	18.6
41-45	352	12.6
46-50	258	9.2
51-55	225	8.0
56-60	150	5.3
61-65	119	4.2
66-70	37	1.3
71-75	14	.5
76-79	2	0
TOTAL	2,765	

Education Level	Count	%
High School Diploma or GED	467	16.7
Associate Degree	297	10.6
Bachelors Degree	972	34.8
Masters Degree	776	27.8
LL.B Bachelor of Laws	48	1.7
M.S.W. D.S.W	107	3.8
Doctorate	101	3.6
No Response	22	.9
TOTAL	2,790	

CORRECTIONAL OFFICERS IN ADULT SYSTEMS

(as of July 1, 1983)

State	Total	White		Black		Hispanic		Amer. Indian/ Alaskan Native		All Others	
		Male	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem
AL	1,408	801	57	492	58	0	0	0	0	0	0
AK	415	291	70	23	3	4	4	10	9	1	0
AZ	1,571	1,059	176	84	29	179	15	18	3	8	0
AR	751	386	54	268	42	0	0	1	0	0	0
CA	4,919	2,433	410	761	309	718	129	47	13	85	14
CO	275	206	13	19	1	25	4	3	0	4	0
CT	1,118	779	48	190	19	71	4	2	1	4	0
DE	700	430	24	194	34	7	2	3	0	6	0
FL	4,946	3,613	421	676	181	41	2	5	1	5	1
GA	2,676	1,676	162	649	189	0	0	0	0	27†	0
HI	640										
ID	143	124	17	0	0	1	0	1	0	0	0
IL	4,297	2,863	330	826	188	51	2	24	4	8	1
IN	1,825	1,387	154	282	122	15	1	1	0	0	0
IA	845	728	66	22	8	12	1	7	1	0	0
KS	644	473	88	55	6	16	3	1	0	2	0
KY	889	688	147	38	16						
LA	3,113	1,595	378	909	218	8	0	2	1	2	0
ME	424	369	48	3	1	0	1	0	0	2	0
MD	2,288	1,196	56	811	210	6	0	5	0	4	0
MA	1,526	1,254	94	119	29	24	2	2	0	2	0
MI	2342	1,973*	369*								
MN	866	709	103	31	2	8	0	9	1	3	0
MS	865	208	24	551	79	0	0	0	0	2	1
MO	1,122	912	136	52	17	1	0	0	0	3	1
MT	212	188	10	0	0	2	0	10	1	1	0
NE	470	381	55	21	5	4	0	4	0	0	0
NV	601	449	55	41	15	24	3	8	1	5	0
NH	130	117	8	0	0	0	0	0	0	5	0
NJ	2,597	1,516	85	814	115	58	1	6	0	2	0
NM	828	239	23	27	2	495	33	8	1	0	0
NY	8,117	6,060	321	1,128	250	328	17	10	0	0	0
NC	3,312	2,182	81	910	91	0	0	44	4	0	0
ND	95	85	6	0	0	1	0	1	1	1	0
OH	2,105										
OK	1,500	1,011	243	114	41	8	0	68	15	0	0
OR	300	234	31	2	5	16	2	3	3	3	1
PA	1,669	1,441	73	142	8	5	0	0	0	2	0
RI	507	454	20	26	3	2	0	0	0	2	0
SC	1,360	541	91	565	150	11**	2**				
SD	114	93	16	1	1	0	0	3	0	0	0
TN	2,200										
TX	4,231	2,762	315	597	48	487	14	4	0	4	0
UT	369	188	19	7	1	7	0	1	0	6	0
VT	199	181*	18*								
VA	3,636	2,028	192	1,135	255	19	1	2	0	4	0
WA	1,176	891	91	101	14	29	5	23	6	16	0
WV	421	381*	40*								
WI	1,581	1,328	147	47	13	17	1	20	4	3	1
WY	185	120	40	0	0	20	2	0	0	2	1
TOTAL	78,523										

Notes:

† Combined male/female totals.

* Combined total of all races.

** Combined races other than black and white.

POSITIONS AND SALARIES

CHIEF ADMINISTRATIVE OFFICER

(Responsible for all operations and staff of the agency)

Percent of Respondents

1979	1982	1984	TITLE
55	54	43.6	Director
15	23	19.0	Commissioner
3	9	10.0	Secretary
27	5	15.4	Chairman (Probation/Parole Boards)
	.9	8.2	Other[1]
		1.8	Assistant Deputy Director
		1.8	Executive Director

1979	1982	1984	APPOINTED BY
44	54	51.8	Governor and serve at the pleasure of
0	2	7.2	Governor with a fixed term, no contract[2]
5	3	1.8	Governor with a fixed term, plus contract
31	29	18.1	Board, no fixed term
1	0	.9	Board, fixed term with contract
8	6	9.0	Other[1]
19	6	0	No response
		6.3	Umbrella agency head
		4.5	Court Administrator

1979	1982	1984	PERQUISITES PROVIDED ABOVE SALARY
10	10	8.1	House
39	54	46.3	Automobile
6	10	10.9	Maintenance
55	60	68.1	Group Insurance (some receive only partial)
65	71	80.9	Health Insurance (some receive only partial)
0	3	41.8	Dental Insurance
0	15	85.4	Retirement Benefits (some receive only partial)
14	14	2.7	Other[1]
		49.0	Deferred compensation
		3.6	Domestic help
		70.9	Life Insurance
		57.2	Disability
		7.2	Daily subsistence allowance
		28.1	Longevity pay
		26.3	Personal medical prescriptions
		13.6	Total optical services

[1] Many benefits formerly classified under "other" are now reported separately.
[2] All Parole Board members.

SALARY SUMMARY

(Directors, Commissioners, Secretaries, etc.)

CHIEF ADMINISTRATIVE OFFICER

Position with	Number of Responses	Actual $ Low	Average Range	Actual $ High
Corrections Division Adult or Adult/Juv				
1984	41	$33,500	$49,417-55,986	$81,648
1982	41	27,152	43,359-50,051	70,603
1979	37	25,000	38,000-42,000	64,000
Corrections Division Juvenile				
1984	36	23,460	39,894-50,465	89,000*
1982	24	27,152	41,208-48,931	90,009
1979	17	18,000	33,000-39,000	54,000
Parole and Pardons Boards				
1984	13	24,733	38,103-43,568	59,800
1982	3	26,780	32,760-37,205	42,200
1979	26	13,000	27,000-31,000	43,000
Adult and/or Juvenile Probation & Parole Departments				
1984	13	24,731	38,739-42,523	59,800
1982	14	23,460	32,949-39,017	59,800
1979	10	20,000	27,000-32,000	49,000

*Alaska

CHIEF DEPUTY ADMINISTRATIVE OFFICER

Corrections Division Adult or Adult/Juv				
1984	39	$24,000	$36,913-48,980	$67,500
1982	42	18,000	35,425-44,208	62,300
Corrections Division Juvenile				
1984	28	21,346	31,893-45,883	63,312
1982	24	21,450	32,478-40,647	53,910
Parole and Pardons Boards				
1984	8	19,700	31,722-35,170	54,936
1982	2	23,341	31,370	39,940
Adult and/or Juvenile Probation & Parole Departments				
1984	11	25,000	38,312-46,059	58,600
1982	11	22,620	30,428-37,369	54,000

SALARY SUMMARY BY POSITION, 1984

POSITION	ADULT CORRECTIONAL DEPT.				JUVENILE DEPARTMENT			
	Number of Responses	Actual $ Low	Average $ Range	Actual $ High	Number of Responses	Actual $ Low	Average $ Range	Actual $ High
Assistant Director	26	24,552	34,646-45,383	67,500	19	22,620	35,164-46,239	81,240
Legal Officer/Consultant	45	18,645	29,625-41,927	68,460	20	20,000	30,412-43,486	63,312
Legislative Liaison	23	16,524	27,371-39,425	95,421**	13	14,612	23,068-34,573	54,894
Director/Research	43	16,057	26,950-38,654	95,421**	22	16,806	27,041-37,307	55,260
Director/Community Services	35	15,684	29,233-40,498	58,839	28	12,084	28,689-39,641	60,922
Director/Special Services	13	20,124	29,486-40,858	56,340	14	18,324	29,277-39,335	55,260
Director/Institutional Svcs	34	20,124	33,696-45,686	60,739	28	18,324	32,179-43,581	60,922
Director/Dietary	36	13,712	21,173-29,549	39,348	27	9,660	18,451-25,691	39,348
Line Food Service Staff	44	9,864	14,714-20,878	36,864	35	7,240	12,525-17,552	30,984
Director/Industries	45	14,414	29,140-39,187	58,839	12	14,414	25,296-36,017	55,260
Director/Maintenance and Construction	42	14,414	27,272-37,371	68,460	28	13,414	23,738-33,039	49,416
Plant Maintenance Staff	41	7,620	17,104-24,199	34,619	34	11,211	15,779-22,431	32,002
Line Maintenance Staff	35	8,700	15,500-22,171	33,130	27	10,875	14,355-20,189	27,077
Director/Client Education	38	10,000	26,764-37,809	68,460	28	11,084	25,727-35,909	68,112
Director/Security	39	12,612	25,562-35,253	58,839	23	12,350	20,329-29,500	43,326
Director/Treatment	34	11,084	26,424-36,670	56,709	22	11,084	24,067-33,418	55,260
Regional Director	27	19,723	28,636-38,913	59,300	21	17,430	27,291-37,809	56,920
Ombudsman	11	11,521	19,491-29,936	42,542	8	14,073	21,410-32,506	50,004
Public Information Officer	36	10,777	24,009-33,314	47,808	15	10,777	24,731-32,353	45,192
Staff Development Officer	47	13,649	24,339-33,767	51,165	28	13,208	22,541-31,511	48,276

SALARY SUMMARY BY POSITION, 1984

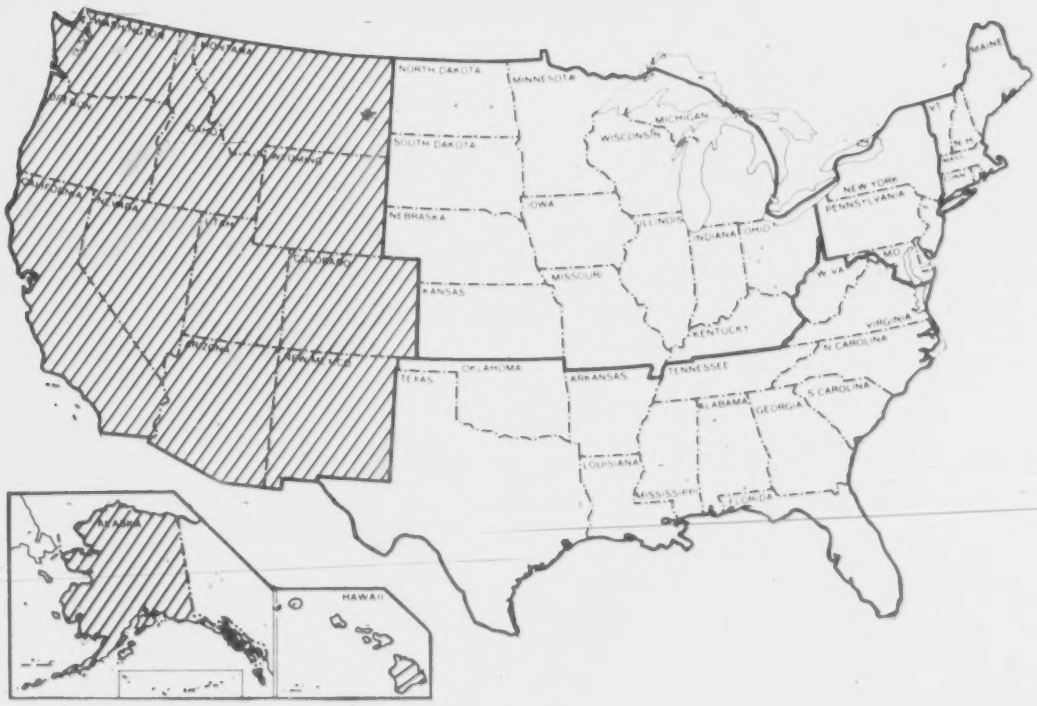
POSITION	ADULT CORRECTIONAL DEPT.				JUVENILE DEPARTMENT			
	Number of Responses	Actual $ Low	Average $ Range	Actual $ High	Number of Responses	Actual $ Low	Average $ Range	Actual $ High
Grants Manager	16	14,073	22,199-31,895	42,542	15	13,708	21,327-31,094	48,276
Chief of Administration	30	18,456	31,814-44,054	67,500	20	16,588	31,530-42,868	63,312
Chief of Program Services	31	19,243	29,806-41,815	67,500	18	17,654	25,853-36,740	55,260
Chief Chaplain	31	14,414	20,611-28,873	42,860	19	13,676	20,316-28,703	37,304
Chief Personnel Officer	57	12,600	26,308-36,129	51,165	30	15,574	26,126-37,004	63,312
Chief Budget Officer	58	15,162	26,250-36,253	52,884	31	15,480	25,730-35,780	63,312
Chief/Medical Services	31	17,244	36,688-49,624	95,421**	19	16,163	35,305-48,171	73,248
Medical Doctor	37	21,996	39,769-56,614	102,130	12	24,946	39,676-57,417	78,600
Dentist	35	23,325	32,976-44,821	58,839	17	23,325	37,445-45,888	58,839
Psychologist	43	16,808	23,085-34,292	48,960	32	12,731	22,694-33,714	45,192
Recreation Staff	42	10,774	15,735-22,564	32,040	31	11,335	15,155-21,582	33,336
Chief/Evaluation and Inspection	19	15,072	27,369-37,586	56,340	10	17,064	22,854-33,336	40,361
EEOC Officer	35	12,235	22,124-29,601	56,340	20	14,999	22,123-31,621	51,588
Probation/Parole Compact Administrator	42	13,708	23,181-32,916	53,198	20	16,307	22,463-31,308	50,556
Chief Probation Officer	30	15,225	24,609-35,377	54,000	17	15,225	21,563-33,172	55,260
Probation Officer I/Entry Level Professional	37	11,000	15,472-22,673	37,692	20	11,000	15,134-23,453	42,264
Chief Parole Officer	35	16,808	26,069-41,111	53,568	25	13,676	22,014-30,756	55,260
Parole Officer I/Entry Level Professional	43	11,934	16,432-22,370	31,092	26	11,003	16,716-23,160	34,332
Parole Board Chairman*	39	24,733	36,188-41,464	57,000	11	24,870	35,053-44,113	59,232
Parole Board Member*	33	12,370	33,338-39,739	55,000	9	23,521	32,632-40,436	51,588

POSITION	ADULT CORRECTIONAL DEPT.				JUVENILE DEPARTMENT			
	Number of Responses	Actual $ Low	Average $ Range	Actual $ High	Number of Responses	Actual $ Low	Average $ Range	Actual $ High
Warden I/Entry Level Institution Administrator	39	20,020	29,384-41,296	64,426	27	19,656	27,075-39,559	53,667
Deputy Warden	40	16,972	26,041-36,058	48,766	20	16,631	24,814-35,517	48,766
Jail Inspector	23	14,747	21,291-28,827	44,013	9	14,747	18,564-26,428	37,536
Correctional Officer I/Entry Level Security Officer	47	9,817	13,938-18,807	26,892	33	7,950	12,980-17,630	29,820
Correctional Officer II	45	10,296	15,464-20,877	30,876	32	8,978	14,417-19,857	34,332
Correctional Officer III	44	11,398	17,414-23,740	35,580	30	8,918	16,165-22,192	39,444
Correctional Officer IV	39	13,561	19,410-26,847	37,536	24	12,905	18,624-25,604	37,692
Administrative Assistant	53	9,360	18,988-25,585	45,396	32	9,360	17,211-24,772	45,396
Executive Assistant	39	10,686	21,801-31,382	95,421**	20	10,686	22,545-30,554	68,112
Secretary	65	7,665	13,897-19,685	22,046	42	7,665	11,461-17,005	27,804
Clerk	64	7,620	10,313-14,334	24,559	36	7,620	10,507-14,435	29,820

*In certain states, parole board chairman and/or members are paid yearly flat rates or per diems (not reflected in above figures)
**Michigan

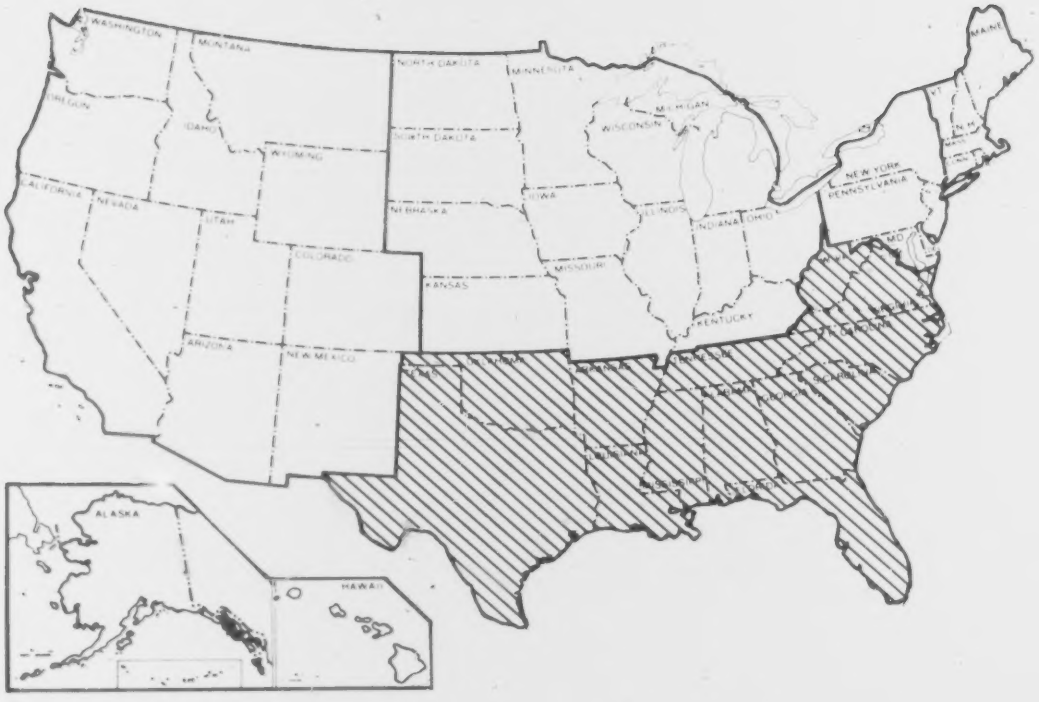
The average salary range for the Correctional Officer I position is $13,938-$18,807.

SALARY COMPARISONS BY ACA REGIONS for selected positions



13 WESTERN STATES

Department	Chief Admin Officer	Warden I	Probation and/or Parole Chief	Probation Officer I or entry level Position	Parole Officer I or entry level Position	Correctional Officer I
WA Corrections	$60,300	$30,960-39,624	$21,912-28,044	$14,760-18,888	$14,760-18,888	$16,296-20,856
MT Corrections Div	47,500	35,206-44,223	20,785-28,311	14,950-20,465	14,950-20,465	12,857-17,651
OR Corrections Div	52,776	43,428-50,268	29,364-37,524	19,464-24,760	19,464-24,760	17,124-20,964
ID Corrections	—	—	—	15,075-20,211	15,075-20,211	11,254-15,075
WY Bd of Charities and Reform	36,392-53,376	33,130-50,064	—	18,996-29,484	18,996-29,484	14,844-23,040
CA Corrections	57,828	33,336-40,284	40,284-53,568[a]	—	25,800-31,092	20,472-23,508
NV Prisons	—	27,090-37,082	—	16,274-21,797	19,195-25,919	15,625-21,797
UT Div of Corrections	—	—	—	—	—	—
CO Corrections	59,677	34,188-45,816	23,148-41,556	15,672-37,692	18,144-24,300	18,144-24,300
AZ Corrections	57,012-77,469	27,418-37,304	27,418-37,304[a]	—	17,064-21,869	15,960-20,416
NM Corrections Dept	—	22,872-37,260	—	16,248-26,472	—	14,736-24,012
AK Div of Adult Corr	68,460-81,648	38,988-46,152	41,628-49,284	25,200-29,820	25,200-29,820	22,968-26,892
HI Corrections Div	51,210	—	—	—	19,000	12,228-16,656

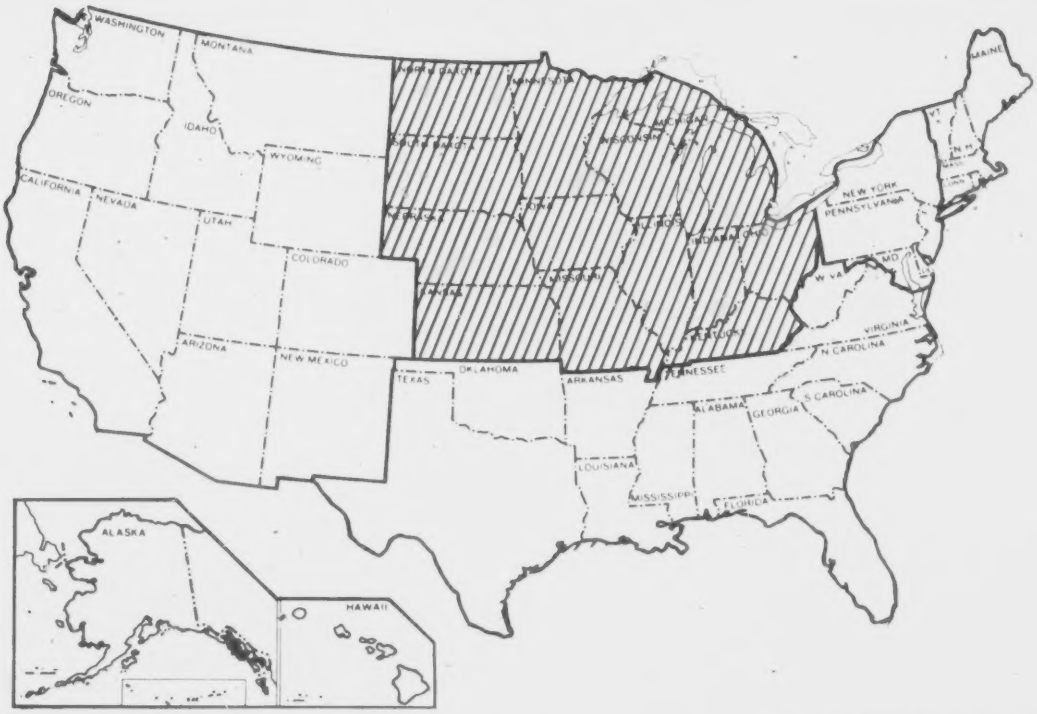


—Not available
[a] Parole
[b] Probation

13 SOUTHERN STATES

Department	Chief Admin Officer	Warden I	Probation and/or Parole Chief	Probation Officer I or entry level Position	Parole Officer I or entry level Position	Correctional Officer I
TX Corrections	$64,400-66,300	$34,152-43,020	$ —	$ —	$18,288-19,524	$13,716-16,584
OK Corrections	55,000	35,620-47,734	20,826-27,909[a] 28,590-38,313[b]	17,134-22,960	—	14,440-19,350
AR Correction	49,000	20,020-32,686	—	—	13,728-22,412	11,310
LA Corrections	31,248	25,176-36,828	—	—	—	11,664-17,784
TN Corrections	—	—	—	—	—	—
AL Corrections	52,000	25,168-38,324	—	—	—	12,974-22,894
MS Corrections	40,000	—	17,865-26,736	14,631-21,915	14,631-21,915	10,790-16,154
GA Offender Rehab	58,000	23,598-31,836	18,390-24,636[a] 19,956-26,855[b]	14,460-19,152	14,460-19,152	11,652-15,042
FL Corrections	45,000-74,000	21,000-45,000	21,000-45,000	13,676-19,627*	13,676-19,627*	11,004-15,535
SC Corrections	52,766	20,662-29,286	—	13,957-19,784	13,957-19,784	11,473-16,261
NC Correction	51,636	25,968-39,804	21,488-32,856	13,752-20,520	13,752-20,520	12,612-18,780
VA Corrections	52,104	23,761-32,455	19,884-27,150	15,213-20,719	15,213-20,719	11,643-15,905
WV Corrections	33,750	22,284-36,312	—	11,760-19,404	—	10,596-16,920

SALARY COMPARISONS BY ACA REGIONS for selected positions



13 CENTRAL STATES

Department	Chief Admin Officer	Warden I	Probation and/or Parole Chief	Probation Officer I or entry level Position	Parole Officer I or entry level Position	Correctional Officer I
ND Institutions	$ —	$ —	$27,576-40,392	$15,360-22,500	$15,360-22,500	$12,600-18,500
SD Bd of Charities and Corrections	39,000-45,000	—	17,014-26,104[a] 15,226-22,323[b]	11,939-17,493	14,414-21,756	11,211-16,556
MN Corrections	55,000	33,721-44,892	—	17,790-21,673	17,790-21,673	16,996-17,957
WI Corrections	55,000	32,228-44,808	—	—	—	14,695-17,808
MI Corrections	58,400	—	—	17,581-19,230	17,581-19,230	15,368-20,838
NE Correctional Svcs	—	28,111-39,355	24,326-34,056[a] 22,000-34,000[b]	12,400-20,000	14,662-20,527	12,687-17,762
IA Div of Adult Corr	39,437-53,165	22,318-39,645	28,101-37,794[a]	—	17,867-22,110	15,558-19,365
KS Corrections	—	29,976-38,288	21,792-28,056[a]	—	17,484-23,064	14,004
MO Corrections & Human Resources	40,000	24,300-31,752	25,392-33,192	13,476-17,244	13,476-17,244	12,060-15,480
IL Corrections	46,000	26,952-41,256	20,988-31,644[a]	—	16,272-20,664	15,348-19,284
IN Correction	42,432-66,274	34,599-53,667	—	—	14,999-22,388	12,406-18,317
OH Rehab and Corr	39,000-53,851	26,374-37,877	26,333-36,878	14,373-17,992	14,373-17,992	13,499-16,557
KY Corrections	59,500	27,072-43,368	32,916-50,004	15,072-24,144	15,072-24,144	12,408-19,860

—Not available
[a] Parole
[b] Probation
*Plus $1,560 Annual Direct Contact Pay

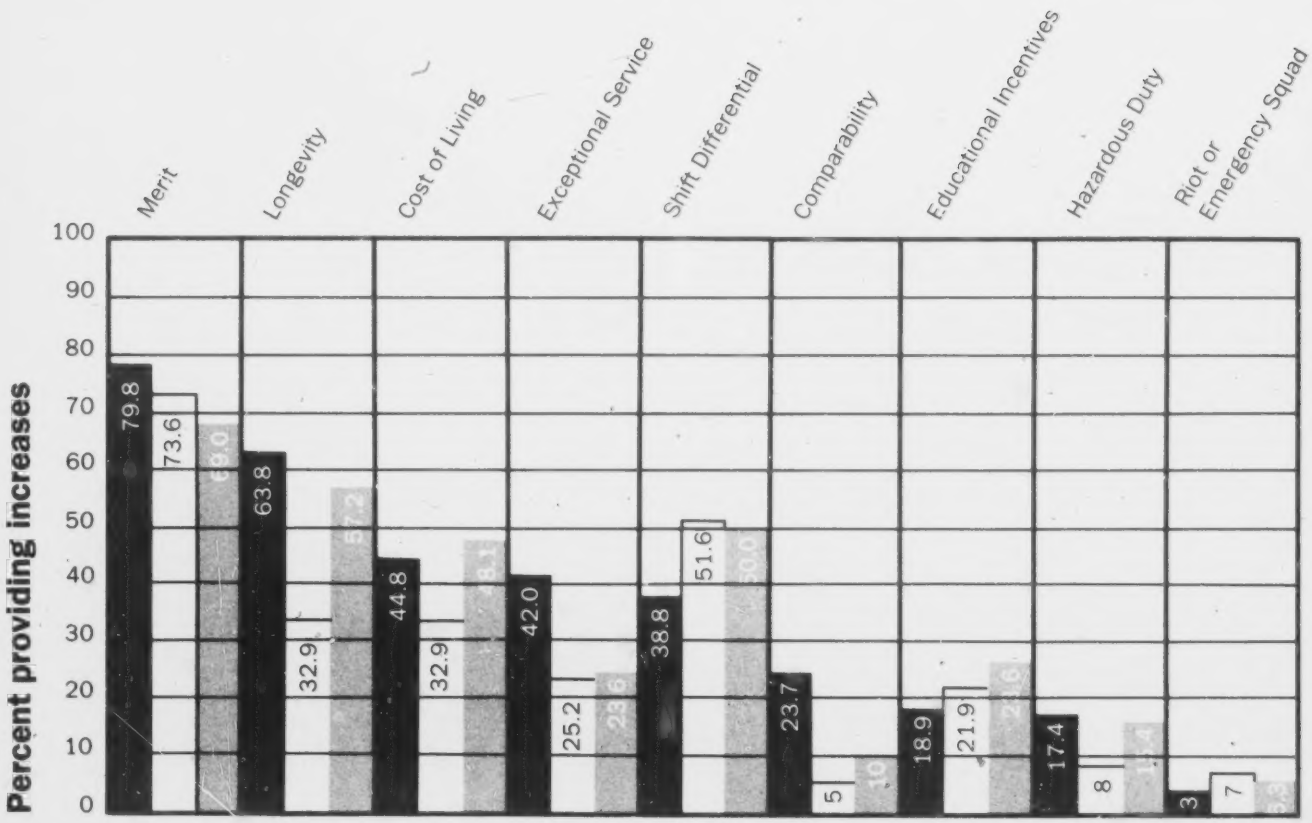
5 MID ATLANTIC STATES

Department	Chief Admin Officer	Warden I	Probation and/or Parole Chief	Probation Officer I or entry level Position	Parole Officer I or entry level Position	Correctional Officer I
NY Correctional Services	$69,200	$49,464-64,426	$42,488-51,165[a]	$16,711-27,612	$23,351-27,612	$17,710-20,689
PA Bureau of Corr	41,761-52,323	35,247-46,435	32,450-43,560[a] 28,362-38,416[b]	—	—	14,440-18,319
NJ Corrections	70,000	41,080-55,460	37,262-50,297[a] 20,000-54,000[b]	11,000-26,000	17,067-23,038	17,523-23,654
MD Div of Corrections	60,200	28,823-40,893	43,300	11,934-22,316	11,934-22,316	14,600
DE Correction	51,400	20,371-34,506	16,808-28,728	12,307-24,054	12,307-24,054	10,354-20,038

6 NEW ENGLAND STATES

ME Corrections	$35,422-52,062	$ —	$23,483-32,241	$17,097-23,129	17,097-23,129	11,669-13,665
VT Corrections	—	21,299-40,476	22,588-43,134	13,561-25,188	13,561-25,188	9,817-18,200
NH Corrections	34,967-45,052	—	24,810-30,351[a] 29,596-37,661[b]	21,167-24,585	—	12,906-14,695
MA Correction	51,959-65,727	27,470-39,826	27,470-34,090[a]	—	18,960-23,262	16,099-20,898
RI Corrections	43,334-48,840	28,268-32,035	24,351-27,564	15,309-17,282	15,309-17,282	15,090-16,733
CT Correction	54,215-66,238	45,372-55,692	30,647-37,618[a] 27,544-33,646[b]	17,394-29,151	19,305-23,209	17,523-21,226

SPECIAL INCENTIVE PAY PROGRAMS



1979 ■
1982 □
1984 ■

What percent of staff is protected by Civil Service/Merit system?

	Percent
None	18.1
20-49	1.8
50-99	63.6
All	16.3

Is there a formal written salary schedule?

Yes	97.2
No	2.7

COST OF LIVING ALLOWANCES

Percent of respondents		Percent of Average Increase
1982	1984	
5	8.1	1-3
16	31.8	4-6
34	16.3	7-9
13	.9	10 or over
2	0	Other
29	42.7	None

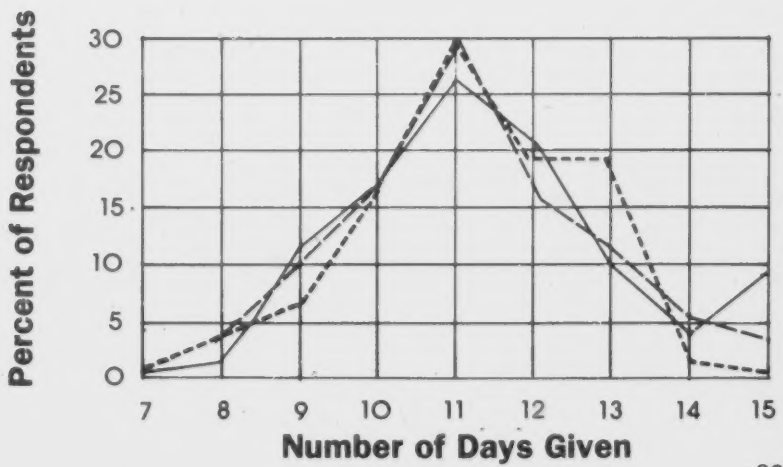
MERIT INCREASE

Percent of respondents		Percent of Average Increase
1982	1984	
21	13.6	1-3
37	34.5	4-6
9	1.8	7-9
3	.9	10 or over
29	49.0	None

FRINGE BENEFITS

PAID HOLIDAYS

1979 ----------
1982 ————
1984 — — — —



VACATION

Percent of Respondents 1979	1982	1984	Number of Vacation Days	Length of Service
61	59	58.1	5 - 7	Less than one year
12	3	6.3	5 - 7	One Year
27	38	35.4		Does not apply
15	22	20.0	8 - 16	Less than one year
57	59	46.3	8 - 16	One Year
25	13	22.7	8 - 16	Two or more years
		.9	8 - 16	Under ten years
3	6			Does not apply
6	7	4.5	17 - 21	Less than one year
18	9	7.2	17 - 21	Two to four years
13	16	18.1	17 - 21	Five years
6	11	3.6	17 - 21	Six to nine years
48	50	58.1	17 - 21	10 years or more
9	7	8.1		Does not apply
9	5	7.2	22 - 30	Two to nine years
5	10	8.1	22 - 30	Ten to fourteen years
19	16	15.4	22 - 30	Fifteen to nineteen years
28	35	34.5	22 - 30	Twenty or more years
39	34	34.5		Does not apply

Maximum number of vacation days staff may accumulate and carry forward

PERCENT 1979	1982	1984	DAYS
36	28	27.2	1 - 30
43	43	38.1	31 - 60
4	4	6.3	61 - 90
1	6	2.7	91 - 120
5	7	4.5	Over 120
6	3	4.5	No limit
	6	16.3	Other formulas used
4	3	0	No response

Number of paid days sick leave staff may accumulate and carry forward

PERCENT 1979	1982	1984	DAYS
1	2	0	1 - 30
4	1	.9	31 - 60
9	11	4.5	61 - 90
3	9	9.0	91 - 120
11	16	16.3	Over 120
68	60	46.3	Unlimited or as needed
	1	10.0	Credits unused portion toward retirement
		12.0	Unlimited: unused portion credited toward retirement
4	0	0	No response

Length of probationary period prior to full status

PERCENT 1979	1982	1984	MONTHS
5	0	1.8	3
6	3	0	4
1	1	0	5
71	64	58.1	6
19	6	17.2	One year
		10.0	6 mos non-professional; 1 year professional
11	16	12.7	Other*

*Administrative, clerical, professional, correctional staff, trainers. Some extensions granted for certain positions.

OTHER TYPES OF LEAVE PROVIDED BY AGENCY

Percent of Respondents			Type of Leave
1979	1982	1984	
93	96	100.0	Jury Duty
96	99	98.1	Military
80	87	97.2	Death in Family
86	82	91.8	Maternity
24	18	40.9	Expectant or New Father
46	60	70.9	Administrative
93	95	97.2	Leave without Pay
54	51	50.0	Educational Leave with Pay
76	80	81.8	Educational Leave without Pay
33	43	43.6	Personal Leave (not charged to vacation)
55	59	70.9	Election Leave (for purpose of voting in general election)
10[1]	9[1]	8.1	Other
		89.0	Bodily injury or occupational illness incurred in line of duty
		30.0	Adoptive
		75.4	Family Illness
		47.2	Disasters
		19.0	Bonus Leave
		43.6	Employee Organization

[1] Many types of leave formerly classified under "other" are now reported separately.

BASIC HOSPITALIZATION/SURGICAL

Employee Coverage Percent				Family Coverage Percent		
1979	1982	1984		1979	1982	1984
51	52	47.2	Paid in full by Agency	18	13	11.8
47	42	47.2	Agency/Employee share cost	64	59	64.5
0	1	0	Paid in full by Employee	17	22	19.0
1	2	0	None	1	2	0
	2	5.4	Other Options		3	4.5

MAJOR MEDICAL

Employee Coverage Percent				Family Coverage Percent		
1979	1982	1984		1979	1982	1984
46	47	37.2	Paid in full by Agency	13	13	10.9
46	45	54.5	Agency/Employee share cost	63	56	60.0
3	3	.9	Paid in full by Employee	21	27	20.0
3	2	2.7	None	0	2	4.5
	2	4.5	Other Options		2	4.5

PHYSICAL EXAMINATION

Percent			
1979	1982	1984	
25	30	22.7	Paid in full by Agency*
12	8	14.5	Agency/Employee share cost
11	15	28.1	Paid in full by Employee
47	42	28.8	Require none
5	5	1.8	No answer
		3.6	Other

*For certain positions only such as food service, correctional officers and for certain health plans.

HEALTH INSURANCE

Percent			Carried By
1979	1982	1984	
57	43	17.2	Blue Cross/Blue Shield
30	18	0	Health Maintenance Organization
		13.6	Combination of the above
24	11	3.6	Private Insurance Company
31	44	34.5	Multiple Option-Decision made by Employee
		21.8	State Insured Plan
5	15	9.0	Other (various combinations of insurance plans)

DENTAL INSURANCE

Employee Coverage Percent				Family Coverage Percent		
1979	1982	1984		1979	1982	1984
11	25	25.4	Paid in full by Agency	7	18	19.0
12	16	22.7	Agency/Employee share cost	12	23	22.7
7	9	15.4	Paid in full by Employee	7	11	21.8
66	49	35.4	Offer none	67	49	35.4
		.9	Paid by Union			.9

LIABILITY COVERAGE*

(§ 1983 claims and other claims against an employee while performing duty**)

Percent			
1979	1982	1984	
48	43	43.6	Paid in full by Agency
		2.7	Agency/Employee share costs
35	36	39.0	None
5	4	11.8	Other
12	16	2.7	No response

*ACA offers all Professional I & II members an Accidental Death and Dismemberment policy that is included in the membership dues.

**Congress has enacted legislation which is designed to provide remedies for individuals who believe their federal constitutional rights have been violated. This legislation is the Civil Rights Act of 1871, often referred to as "Section 1983" since it is found in that section of Title 42 of the United States Code.

GROUP LIFE INSURANCE

Percent			
1979	1982	1984	
31	34	31.8	Paid in full by Agency
46	34	36.3	Agency/Employee share cost
	10	17.2	Optional coverage paid by Employee
15	19	4.5	Does not apply
1	3	9.9	Other

Percent			Maximum Amount of Coverage
1979	1982	1984	
37	39	24.5	Under 24,999
10	12	7.2	25,000-49,999
7	13	.9	50,000-99,000
4	3	0	100,000-149,000
2		2.7	150,000 or over
23	14	5.4	Does not apply
7	7	21.8	Varies according to salary
4	4	8.1	Equal to amount of salary
3	7	16.3	Based on salary and age
	1	3.6	Double annual salary
		1.8	Based on salary and length of service
		7.2	Other

ACCIDENTAL DEATH INSURANCE FOR EMPLOYEES *

Percent			
1979	1982	1984	
34	34	38.1	Paid in fully by Agency
24	25	19.9	Agency/Employee share cost
28	30	19.8	Provide none
9	1	.9	No answer
	6	18.1	Paid in full by Employee
3	3	.9	Agency pays for management staff; includes travel accident coverage
	1	0	Agency pays for correctional officers
		2.7	Other

Percent			Maximum Amount of Coverage
1979	1982	1984	
35	30	27.1	Under 24,999
3	8	2.1	25,000-49,999
5	7	6.3	50,000-99,999
4	5	1.0	100,000-149,999
2	3	5.2	150,000 or over
43	35	13.5	Does not apply
2		6.3	Double annual salary
4[1]	12[1]	17.7	Other
		2.1	3 x annual salary
		3.1	4 x annual salary
		10.4	Based on age & salary
		5.2	Annual salary

*The Department of Justice awards $50,000 to the surviving family of each public safety officer slain in the line of duty through the Public Safety Officers Benefit Program.

1. Many formulas for coverage formerly classified under "other" are now reported separately.

LONG-TERM DISABILITY

Percent			
1979	1982	1984	
23	27	21.8	Paid in full by Agency
14	13	13.6	Agency/Employee share cost
	8	12.7	Paid in full by Employee
5	6	5.4	Other
58	45	46.3	None

BENEFITS PROVIDED AS A PERCENT OF SALARY

Percent			
1979	1982	1984	
47	48	52.7	Yes
30	31	47.2	No
23	21	0	No response or N/A

WORKMANS COMPENSATION

Percent			
1979	1982	1984	
80	85	90.9	Paid in full by Agency
3	5	5.4	Agency/Employee share cost
3	3	3.6	None
14	7	0	No response

BENEFITS COMMENCE

Percent			
1979	1982	1984	
23	42	43.6	Immediately
		12.6	Under 30 days
15	14	10.9	After 30 days
2	0	2.7	After 60 days
8	5	4.5	After 90 days
3	4	3.6	After more than 90 days
12	9	11.0	Other
37	16	10.9	No response

AMOUNT OF BENEFITS PROVIDED AS A PERCENT OF SALARY

Percent			
1979	1982	1984	
7	13	10.0	Less than 50%
13	11	8.1	50-60%
28	24	32.7	Over 60%
52	49	47.2	No answer or N/A
	2	1.8	Other

DURATION OF PAYMENTS

Percent			
1979	1982	1984	
11	16	7.2	Less than 5 years
4	7	1.8	5 to 10 years
3	2	0	Over 10 years
17	20	6.3	To age 65
16	13	24.5	Length of incapacity
3	3	11.8	Depending on injury
2	7	18.0	Determined by Board
	3	4.5	Up to retirement age
	8	11.8	Other
44	21	13.6	No response

RETIREMENT BENEFITS

Percent			
1979	1982	1984	
10	14	9.0	Federal State or Local System
77	81	45.4	Social Security plus state or local plan
	3	5.4	Combination of above
		25.4	Social Security plus state or local plus deferred compensation plan
11		0	No response
		3.6	Federal, state, local, deferred compensation
		9.0	Federal, state, local, social security, deferred compensation
	1	1.8	Other

MANDATORY RETIREMENT AGE OR SERVICE PERIOD

Percent			
1979	1982	1984	
70	69	66.3	Yes
23	31	33.6	No
7		0	No response

FORMULA FOR CALCULATING RETIREMENT BENEFITS

Percent			
1979	1982	1984	
7	3	5.4	Final average pay
51	60	46.3	Highest three year average
25	13	23.6	Highest five year average
2		2.7	Final four year compensation
15	19	17.3	Other
	2	.9	Career average pay
		2.7	Final three year average
	2	.9	No response

EMPLOYEES ABLE TO "BUY BACK" SERVICE TIME PUT IN FOR OTHER PUBLIC JURISDICTIONS

Within the State Percent				From out of State Percent
1979	1982	1984		1984
71	76	82.7	Yes	42.7
20	25	16.3	No	54.5
4	3	.9	No response	2.7

PERIOD OF EMPLOYMENT FOR INITIAL VESTING

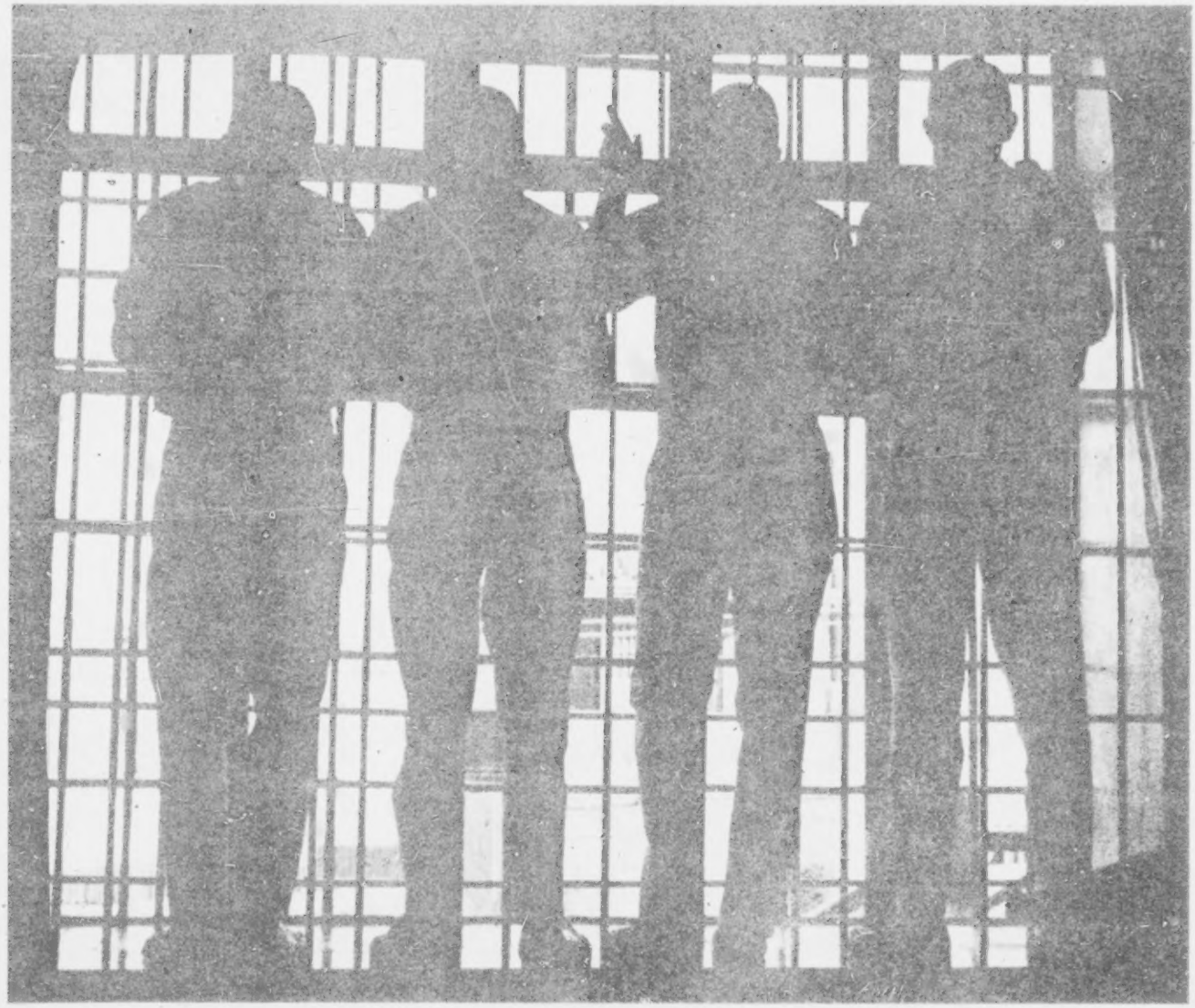
Percent			
1979	1982	1984	
17	16	20.0	Immediately
1	2	2.7	One to three years
32	21	30.0	4 to 7 years
36	40	8.1	8 to 10 years
	8	33.6	After 10 years
7	6	3.6	Other
7		1.8	No response

PERIOD OF EMPLOYMENT FOR INITIAL ELIGIBILITY

Percent			
1979	1982	1984	
60	62	42.7	From date of employment
4	7	5.4	Less than one year
5	3	7.2	One year
7	13	.9	Two to four years
3	2	13.6	Five years
2	5	22.7	After 10 years
12	6	5.4	Other
9	2	1.8	No response

SECTION III

OFFENDERS: Populations & Sentencing



PRISON POPULATION AND RATE OF INCARCERATION FROM 1840-1983*

Year	Number of Prisoners	U.S. Population	Prisoners per 100,000 Population
1983	420,000	234 million	180
1982	412,000	233 million	177
1980	321,000	227 million	142
1970	196,000	203 million	97
1960	213,000	179 million	119
1950	166,000	151 million	110
1940	174,000	132 million	132
1930	148,000	123 million	121
1925	93,000	106 million	88
1918	75,000	92 million	82
1900	57,000	76 million	75
1890	45,000	63 million	71
1870	33,000	40 million	83
1860	19,000	31 million	60
1850	7,000	23 million	30
1840	4,000	17 million	24

*all numbers rounded off
[1] 1983 figures as of July 1, 1983

Fourteen states have incarceration rates of 200 or more per 100,000 U.S. population.

HIGHLIGHTS OF THE SITUATION AT YEAREND 1983*

States with 10,000 or more prisoners		States with increases of 20% or more since 1982		States with increases of 1,000 or more since 1982		States with incarceration rates of 200 or more per 100,000 U.S. population	
California	39,360	North Dakota	27.3	California	4,720	Nevada	354
Texas	35,259	Alaska	25.1	New York	2,538	Louisiana	290
New York	30,489	New Jersey	24.6	Louisiana	2,041	Maryland	277
Florida	26,334	Hawaii	20.5	New Jersey	[1]2,018	South Carolina	276
Ohio	17,766	Kansas	20.4	Maryland	1,594	Delaware	273
Illinois	15,595			Illinois	1,302	Georgia	259
North Carolina	15,395			Pennsylvania	1,245	Alabama	243
Georgia	15,347					Florida	235
Michigan	14,382					North Carolina	233
Louisiana	12,976					Arizona	223
Maryland	12,606					Texas	221
Pennsylvania	11,767					Alaska	219
Virginia	10,093					Oklahoma	212
New Jersey	10,209					Mississippi	211

*Prisoners in 1983, BJS Bulletin, March 1984, NCJ-92949
[1] New Jersey's increase is affected by the 1983 inclusion of inmates held in local jails because of overcrowding who were excluded from the count in 1982.

ADULT INMATE POPULATIONS

(In institutions as of July 1, 1983)

		White		Black		Hispanic		All Others	MAXIMUM		MEDIUM		MINIMUM		Other
State	Total	Male	Fem	Male	Fem	Male	Fem	Male/ Fem	Male	Fem	Male	Fem	Male	Fem	Male/ Fem
AL	7,702	2,911	135	3893	163	0	0	0	256	2	3,132	135	1,421	60	2,096
AK	1,505[1]	1,232**	73**												
AZ	6,368	3,323	169	1,100	52	1,422	54	248	—	—	—	—	—	—	—
AR	3,935	3,756**	179**						2,569	53	846	117	295	6	49
CA	37,240[2]	12,504	752	12,522	582	9,432	419	242	6,024	0	13,668	0	6,465	1,795	8,501
CO	3,053	1,342	54	560	18	673	23	156	2,726[3]	100[3]	—	—	—	—	—
CT	5,159	1,931	83	2,157	127	821	30	10	4,025	0	791	0	101	242	
DE	2,165	2,077**	23		62		3	0	2,077[3]	88[3]	—	—	—	—	—
FL	27,717	13,581	520	12,430	682	409	2	2	26,422[3]	1,204[3]	—	—	—	—	—
GA	15,253	5,921	244	8,750[4]	338[4]				442*		5,687*		1,850*		7,274
HI	1,436	232	27	65	3	N/A	N/A	1,109	1,367[3]	69[3]	—	—	—	—	—
ID	1,196	1,145**	51**						17	0	477	4	314	41	343
IL	13,866	4,360	161	8,108	307	876	20	34	5,375	150	4,914	128	3,083	216	0
IN	9,304	8,916**	388**						—	—	—	—	—	—	—
IA	2,814	2,146	88	468	27	35	1	49	699	2	1,657	77	339	40	0
KS	3,353	1,887	89	1,117	74	117	3	66	2,782	0	N/A	N/A	398	173	0
KY	4,435	2,303	100	1,263	56	0	0	0	696	0	2,337	156	983	0	0
LA	11,821	1,148	0	3,475	0	0	0	0	4,623	0	2,643	352	1,743	0	0
ME	838	661	28	12	0	2	0	19	421	0	200	28	73	0	0
MD	12,166	3,294	99	8,410	262	†	†	16	3,296	4	6,752	333	990	24	682
MA	4,639	2,583	147	1,244	60	278	10	12	724	0	2,235	186	557	0	1,651
MI	13,189	5,045	140	7,399	361	151	3	90	2,363	0	2,653	507	1,689	0	5,977
MN	2,472	1,593	47	514	2	93	14	201	2,025	0	203	0	122	73	
MS	5,516	1,290	47	3,081	90	7	1	6	1,087	33	1,753	56	1,223	39	331
MO	7,778	4,130	148	3,379	121	0	0	0	1,991	129	3,165	0	2,353	140	0
MT	881	621	17	18	0	24	0	200	765	18	—	—	92	6	0
NE	1,798	1,031	49	558	30	58	0	72	525	17	308	10	509	34	395
NV	2,983	1,719	79	841	82	128	4	101	535	0	2,011	158	239	11	0
NH	540	500	16	11	0	12	1	0	65	0	311	15	147	2	0
NJ	9,007	2,037	104	4,876	0	913	6	12	2,932	0	3,133	0	1,773	110	0
NM	1,803	536	23	203	7	928	53	71	214	19	960	25	379	31	193
NY	29,707	7,588	211	15,237	481	5,918	129	143	16,269	485	9,360	279	2,794	64	456
NC	16,548	6,897	295	8,562	348	0	0	412	—	—	—	—	—	—	—
ND	402	334	4	7	1	2	0	54	396[3]	6	—	—	—	—	—
OH	18,054	9,043	397	8,054	560	†	†	†	4,213	144	11,376	641	1,508	172	0
OK	6,736	4,195	204	1,736	100	0	0	501	1,062	200	2,860	0	1,671	0	943
OR	4,203	3,318	108	418	43	151	0	165	4,042[3]	161[3]	—	—	—	—	—
PA	10,829	4,673	165	5,776	206	0	0	9	5,280	0	4,487	372	690	0	0
RI	1,153	894**	27**						389[3]	18	241	0	164	6	232
SC	8,416	3,138	163	4,855	240	10	0	10	3,439	0	522	0	4,052	403	0
SD	814	586	30	18	0	0	0	180	—	—	—	—	—	—	—
TN	8,985[5]	4,826	205	3,375	116	12	1	1	227	1	4,860	188	2,344	128	785
TX	36,784	13,214	619	15,205	807	6,730	209	0	34,873	1,635	276	0	0	0	N/A
UT	1,108	773	33	104	15	193	4	26	46	0	661	0	387	0	54
VT	611	597**	14**						50[3]	0	267	12	198	0	84
VA	9,880	3,661	130	5,371	195	0	0	185	625	0	5,871	311	2,599	24	112[8]
WA	6,211	4,287	146	1,150	65	283	6	274	1,571	40	2,887	124	1,520	69	
WV	1,641	1,340	43	239	17	1	0		730	42	645	0	206	18	
WI	4,864	2,555	104	1,699	108	232	10	142	2,305	204	1,152	0	1,872	21	N/A
WY	736	590	28	4	1	14	2	11	234	3	193	8	191	21	
TOTALS															
'83	389,641														
'82	345,960														
'81	299,514														
'80	282,398														
'79	264,126														

Notes:
- * Male/female totals combined.
- ** All races combined.
- † Included in Black and white count.
- 1 Includes 200 prisoners in Federal Institutions.
- 2 Includes civil narcotics and diagnostic.
- 3 Combined security.
- 4 Non-white.
- 5 Includes 94 in high security centers.
- 6 Includes 374 on escape.
- 7 "Close" security.
- 8 Includes 68 in Federal Institutions.
- 9 Hispanics overlap.

JUVENILES UNDER SUPERVISION

(as of July 1, 1983)

State	Total	INSTITUTIONS								DETENTION		GROUP/CONTRACT HOMES			
		White		Black		Hispanic		Other							
		Male	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem	Day/ Foster Care	Other
AL	530	155	38	247	38	0	0	0	0	N/A		44	0	NA	8
AK	1,067	—	—	—	—	—	—	—	—	—		—		—	
AZ	425	198	16	53	5	124	12	17	0	—		—		—	
AR	210	105	15	72	17	0	0	1	0	—		—		—	
CA	5,710	1,524	87	2,094	99	1,765	59	77	5	—		—		—	
CO	2,527	232	9	71	3	184	7	6	0	114	26	67	1	N/A	1,087
CT	149	45	10	59	8	22	5	0	0	—		—		—	
DE	268	94	11	110	10	10	1	0	0	24	8	—		—	
FL	3,396	346	54	420	57	12	3	3	1	1,003	243	97	17	427	713
GA	1,852	212	44	404	58	0	0	0	0	235	61	93	57	111	581
HI	84	10	0	0	0	4	0	64	6	—		—		—	
ID	288	126	22	1	1	11	3	2	0	—		84	38	—	
IL	1,364	393	29	772	41	111	7	10	1	0	0	0	0	0	0
IN	799	655**	144**							—		—		—	
IA	261	197	36	17	2	4	1	3	1	—		—		—	
KS	1,292	274	50	80	19	14	4	9	3	39*		300*		N/A	500
KY	745	389†									—	90*		266	
LA	1,073	232	39	726	75	0	0	1	0	N/A		—		N/A	
ME	247	192	24	1	0	0	0	14	1	13	2	—		—	
MD	1,442	212	25	574	43	6	0	0	0	161	28	293	100	—	
MA	484	60	16	24	3	9	1	1	0	214	10	141	5	0	
MI	1,813	633**	48**							52	16	224	124	—	716
MN	236	117	23	13	5	5	2	23	7	7	1	N/A		N/A	33
MS	1,478	102	21	306	32	0	0	1	0	—		N/A		N/A	1,016
MO	389	51	14	49	15	0	0	0	0	N/A		97	22	N/A	141
MT	224	74	26	1	2	8	0	18	12	—		51	32	—	
NE	182	116	20	18	8	7	3	8	0	0	2	—		—	
NV	—									—		—		—	
NH	119	63	18	1	0	0	0	0	0	18	2	—	0	N/A	17
NJ	981	129	7	305	9	69	2	0	0	76*		314*		—	
NM	412**									—		—		—	
NY	3,047	348	47	866	78	240	13	8	0	641	263	223	79	241	
NC	593	506**	81**							—	—	N/A		N/A	
ND	87	47	23	0	0	2	0	11	4	N/A		N/A		N/A	
OH	1,749	1,602**	147**							N/A		N/A		N/A	
OK	601	317	109	93	14	8	1	44	15	—		—		—	
OR	737	568	71	59	6	12	1	18	2	—		—		—	
PA	676	222	22	379	13	40	0	0	0	N/A		N/A		N/A	
RI	151	84	8	14	3	0	0	0	0	28	6	N/A		N/A	8
SC	615	389**	47**							N/A		21	19	N/A	139
SD	196	80	18	2	0	0	0	40	6	—		—		50	
TN	1,129	787†								NA		85*		N/A	257
TX	1,889	349	60	323	45	403	44	4	0	—		—		10	651
UT	390	62**	4**							15	1	126	8	139	35
VT	198	8	0	0	0	0	0	0	0	4	1	49	4	132	
VA	5,518	332	90	318	55	0	0	0	0	413	111	42	3	52	4,102
WA	928	444	24	67	5	29	0	35	2	22	1	255	8	N/A	36
WV	98	75	11	11	1	0	0	0	0	—		—		—	
WI	555	252	28	185	8	18	0	29	4	N/A		30	1	N/A	
WY	166	75	63	1	2	14	8	0	3	N/A		N/A		N/A	

TOTAL 49,556

Notes:

N/A Not applicable
— Information was not made available at time of publication.
* Male/female totals combined.
** Combined totals of all races.
† Combined total of all races and male and female combined.
‡ Includes 160 in Clinical Services.

The "Other" column includes: diversion, wilderness program, residential community programs, attention homes, short-term treatment, fugitives, informal dispositions, pending formal action, park camps, primary care, psychiatric unit, diagnostic reception, evaluation center, unruly status offenders, halfway houses, AWOL, out-of-state, inactive but state responsibility, locally operated group homes, youths in counseling, home detention.

CLIENTS ON PROBATION, PAROLE/AFTERCARE

(as of July 1, 1983)

	ADULT								JUVENILE					
	PROBATION				PAROLE				PROBATION			PAROLE/ AFTERCARE		
State	Total	Male	Fem	Other State Cases	Total	Male	Fem	Other State Cases	Total	Male	Fem	Total	Male	Fem
AL	14,260*			966	1,944*			268	COURTS			COURTS		
AK	1,526	1,362	164		156	147	9	0	—			—		
AZ	COUNTY	612	128		1,340	1,242	98		COUNTY			—		
AR	1,579*				3,033*				—			42	38	4
CA	COUNTY				21,180	19,737	1,443	0	COUNTY			6,807	6,509	298
CO	15,876	12,510	2,383	983	1,690*				4,986*			217	205	12
CT	38,915	30,031	7,926	958	1,106	1,043	63		1,347	991	356	568*		
DE	5,828*				779*				COURTS			80	70	10
FL	59,005	48,269	10,736	0	6,498	6,168	330	0	7,600	6,379	1,221	2,618	2,300	318
GA	60,563	51,466	9,087		5,229				2,797*			1,189	1,017	172
HI	4,225	3,439	598	188	463	418	13	32	COURTS			30	26	4
ID	2,405	1,899	410	96	275	261	14	0	231	174	57	404	365	39
IL	COURTS				10,667	10,271	406		COURTS			1,082	1,034	48
IN	COURTS				2,598	2,454	144		COURTS			537	459	78
IA	11,743*				1,304*			0	—			—		
KS	743	686	57		1,802	1,663	139		COURTS			135*		
KY	4,398				3,540*				—			—		
LA	23,454	19,769	3,685		1,965	1,835	130		2,971*			450*		
ME	2,575	2,346	229		79	64	0	15	664	589	75	814*		
MD	66,741	56,388	10,353		6,063				3,615	3,125	490	—		
MA	COURTS				3,800				COURTS			1,224	1,066	158
MI	29,430*				7,813*				COUNTY			1,844	1,479	365
MN	5,577	4,860	717		1,166	1,121	45		COUNTY			364	303	61
MS	5,885	4,957	928		2,670	2,484	186		3,351*			543*		
MO	20,355	16,894	3,461		3,132	2,632	500		COURTS			425	348	77
MT	2,298	1,738	357	203	445	363	29	53	COUNTY			273	207	66
NE	8,567	7,216	1,351		366	349	17		25	21	4	201	183	18
NV	4,461*			445	808*			127	COUNTY			322	227	95
NH	COURTS				637*			83	COURTS			89	77	12
NJ	COURTS				11,568	11,568	0		COURTS			1,490	1,437	53
NM	3,350*				1,646	1,583	113	0	COURTS			155*		
NY	79,106*				24,204	22,994	1,210		COUNTY			1,245	1,046	199
NC	48,534	39,151	8,253	1,130	6,540	5,718	345	477	COURTS			COURTS		
ND	1,473	1,135	177	161	194	159	3	32	COUNTY			20		
OH	COUNTY				14,228	13,297	931		COURTS			1,900	1,758	142
OK	17,139*			1,413	2,423*			493	4,961*			1,246*		
OR	19,377*				1,779*				COURTS			771	592	119
PA	4,821	2,826	364	1,631	10,028	8,985	402	641	COUNTY			COUNTY		
RI	6,545			430	361			64	850	700	150	146	140	6
SC	17,960			1,329	3,152				3,098*			503*		
SD	2,879			273	1,313	1,102	116	95	COURTS			50	50	0
TN	12,915	12,013	902		3,563*			441	1,412*			2,007*		
TX	203,400	176,350	24,050	3,000	26,148	22,977	1,540	1,631	COUNTY			2,025	1,807	218
UT	10,201	8,807	1,394		1,067	1,003	64		COURTS			93	89	4
VT	4,343*				287*				232	205	27	—		
VA	14,404*				6,220*				7,045*			743*		
WA	16,000*				4,102*				COUNTY			500	462	38
WV	767			446	795			187	42					
WI	18,518*				2,667*				COUNTY			176*		
WY	11,905**	11,428	215	262	388**	293	24	71	**			**		
US PAR					15,546*									
US PROB	44,634*													

Notes:

* Male/female totals combined.
** Combined adult/juvenile.
— Information not made available at time of publication.
1 Includes 90 serving parole in other states.
2 Includes 410 supervised furlough & provisional furlough.
3 Probation/Parole served out of state.

RATE OF RECIDIVISM

(By percent, as of July 1, 1983)

Survey Question: *What percent of inmates were released who within three years were convicted of violations of the law that resulted in 1) reincarceration under a new sentence, 2) reincarceration resulting from technical violations of parole?*

STATE	ADULT OFFENDERS	JUVENILE OFFENDERS
AL	25.3% no time restriction	21.5% no time restriction
AK	—	30.9 1979 study
AZ	—	—
AR	19.1	33.0 no time restriction
CA	36.6	52.4 any parole failure within 24 mos from release
CO	20-30	12.0 based on one year period, one or more commitments
CT	—	32.0
DE	—	—
FL	22.69	42.3 based on two year period
GA	24.0	26.0 30 month period
HI	*6.3	21.5
ID	—	27.4 any previous commitment
IL	18.4 returned while on supervision	11.2
IN	—	—
IA	20.1	24.3 no time restriction
KS	—	—
KY	12.0	—
LA	24.0	22.0 no time restriction
ME	48.0	—
MD	21.4 males only, based on one year period	—
MA	28.0 1980 releases 1 year follow-up	—
MI	34.2 parolees only	18.0 based on 3 month follow-up
MN	39.0	—
MS	30.9	27.0 any previous referral to Court
MO	35.0 no time restriction	*45.0 any subsequent contact with crim. justice agcy.
MT	8.3 based on one year follow-up	—
NE	30.0	25.0
NV	—	*14.0
NH	22.0	52.0[2]
NJ	23.0 based on one year follow-up	—
NM	14.4 returned to supervision within 2 years	*3.0 based on one year follow-up
NY	*28.0	*13.0
NC	29.0	17.0 no restrictions
ND	20.0	—
OH	9.6[1]	34.0 based on one year follow-up
OK	27.8 based on a random sampling	—
OR	32.7	38.0
PA	—	—
RI	41.6 based on seven year ('72-'79) average	—
SC	24.0 1977 releases	27.0 any previous commitment
SD	18.0	21.0
TN	—	—
TX	38.31 any previous commitment	12.3
UT	*44.0 duration of parole	—
VT	30.0 approximate figure	—
VA	17.9 any previous commitment	18.9 two or more commitments
WA	31.4	—
WV	18.0	17.1
WI	32.7	—
WY	*11.0	*3.0
FBP	34.0 based on 2 year period	—

Note: The term "recidivism" in relation to corrections has not obtained a common definition making it extremely difficult to gather information which can be used for comparison purposes. We have attempted to collect data using the above definition. Modifications presented by the questioned deparments are included. This information should not be considered authoritative and is provided as a step to narrow the definition in order to make useful comparisons in the future.

* 1982 information
— Information was not made available at time of publication.
1 For month of July 1983.
2 Data incomplete, auto info. system eliminated in budget cuts.
3 1980 rate.

PRINCIPAL METHODS OF SENTENCING*

- **Indeterminate sentences** usually provide a minimum and a maximum term, either of which may be reduced by "good time" (time credits gained by inmates for good conduct or special achievement) or by a decision of the paroling authorities. The maximum sentence may be set as a range (for example, 5 to 10 years) rather than a specific number of years.
- **Determinate sentences** usually provide a fixed term that may be reduced by good time or parole. Judicial discretion may be available to grant probation or suspend the sentence. Sentencing laws generally provide a maximum (or a range) for sentence duration. Determinate systems are usually based on a definite length for a sentence that can be increased or decreased for aggravating or mitigating factors or on guidelines that define sentence lengths, deviations from which must be justified by sentencing judges.
- **Mandatory prison sentences** are defined by law and must be given upon conviction; the judge is not permitted to grant probation or to suspend the sentence.

Many states have a predominant orientation toward one strategy (for example, indeterminate) and require another strategy (for example, mandatory sentences) for specific offenses. These strategies are constantly evolving, thus complicating overall classification. The following chart shows that about three-quarters of the states have some mandatory sentencing provisions.

State	Type of Sentencing	Mandatory Sentencing	Mandatory Offenses
AL	Determinate	Yes	Repeat felony
AK	Determinate, presumptive	Yes	Murder, kidnaping, firearms, repeat felony
AZ	Determinate, presumptive	Yes	Firearms, prior felony convictions
AR	Determinate	Yes	Robbery, deadly weapons
CA	Determinate, presumptive	No	
CO	Determinate, presumptive	No	
CT	Determinate	Yes	Sex assault with firearm, burglary, repeat felony, assault on elderly
DE	Determinate	Yes	Murder, kidnaping, prison assault, robbery, narcotics, deadly weapon, habitual criminal, obscenity, others
FL	Indeterminate	Yes	Drug
GA	Determinate	Yes	Armed robbery, burglary, drugs
HI	Indeterminate	No	
ID	Determinate	Yes	Firearm, repeat extortion, kidnap or rape with bodily injury
IL	Determinate	Yes	Major offenses, specified felonies and offenses, repeaters, weapons
IN	Determinate, presumptive	Yes	Repeat felony, violent crime, deadly weapons
IA	Indeterminant	Yes	Forcible felonies, firearms, habitual offenders, drugs
KS	Indeterminate	Yes	Sex offense, firearms
KY	Indeterminant	No	
LA	Indeterminate	Yes	Drugs, violent crime
ME	Determinate	No	
MD	Determinate, guidelines	Yes	Repeat violent offenders, handgun
MA	Indeterminate	Yes	Firearm, auto theft, drug trafficking
MI	Indeterminate	Yes	Murder, armed robbery, treason, firearms
MN	Guidelines	No	
MS	Determinate	Yes	Armed robbery, repeat felony
MO	Determinate	Yes	Dangerous weapon, repeat felony
MT	Indeterminate	Yes	Firearms
NE	Indeterminate	No	
NV	Determinate	Yes	2nd degree murder, 1st degree kidnaping, sexual assault, firearm, repeat felony
NH	Indeterminate	Yes	Firearms
NJ	Determinate, presumptive	Yes	Sexual assault, firearms
NM	Determinate, presumptive	Yes	Firearms
NY	Indeterminate	Yes	Specified violent and nonviolent felonies
NC	Determinate, presumptive	Yes	Armed robbery, 1st degree burglary, repeat felony with firearm
ND	Determinate	Yes	Firearm
OH	Indeterminate	Yes	Rape, drug trafficking
OK	Determinate	Yes	Repeat felony
OR	Guidelines, indeterminate	Yes	Drugs
PA*	Guidelines, indeterminate	Yes	Selected felonies with firearms, within 7 years of prior convictions, in or near public transportation
RI	Indeterminate	No	
SC	Determinate	Yes	Armed robbery, drugs, bomb threat
SD	Indeterminate	No	
TN	Determinate, indeterminant	Yes	Specified felonies, firearms, repeat felony
TX	Determinate	Yes	Repeat feloney, violent offenses
UT	Indeterminate	No	
VT	Indeterminate	Yes	Drugs, violent crime
VA	Indeterminate	No	
WA	Indeterminate	Yes	Firearms, rape, repeat felony
WV	Indeterminate	Yes	Firearms in felony
WI	Indeterminate	No	
WY	Indeterminate	No	

*Pennsylvania updated as of December 1982

Sources: *A survey of mandatory sentencing in the U.S.* Richard S. Morelli, Craig Edelman, Roy Willoughby, Pennsylvania Commission on Crime and Delinquency. *September 1981. Judicial and executive discretion in the sentencing process: Analysis of felony State code provisions*, Criminal Courts Technical Assistance Project (Washington: American University, January (1982). A national survey of parole-related legislation, Michael Kanvensohn. (San Francisco: Uniform Parole Reports, December 1979).

*Excerpted from *Report to the Nation on Crime and Justice*, U.S. Department of Justice, October 1983. This excerpt has been slightly edited for this publication.

What types of sentences are usually given to offenders?

Death Penalty—In some states for certain crimes such as murder, the courts may sentence an offender to death by electrocution, exposure to lethal gas, hanging, lethal injection, or other method specified by state law.	• As of 1983, 38 states had death penalty provisions in law. • Most death penalty sentences have been for murder. • As of yearend 1983, 11 persons had been executed since 1977; and 1,289 inmates in 31 states were under a sentence of death.
Incarceration—The confinement of a convicted criminal in a federal or state prison or a local jail to serve a court-imposed sentence. Custody is usually within a jail, administered locally, or a prison, operated by the state or the federal government. In many states, offenders sentenced to less than one year are held in a jail; those sentenced to longer terms are committed to the state prison.	• More than 4,300 correctional facilities are maintained by federal, state, or local governments including 43 federal facilities, 791 state-operated adult confinement and community-based correctional facilities, and 3,500 local jails which are usually county-operated. • On a given day in 1982, approximately 412,000 persons were confined in state and federal prisons and approximately 210,000 persons were confined in local jails.
Probation—The sentencing of an offender to community supervision by a probation agency, often as a result of suspending a sentence to confinement. Such supervision normally entails the provision of specific rules of conduct while in the community. If violated, a sentencing judge may impose a sentence to confinement. It is the most widely used correctional disposition in the United States.	• State or local governments operate more than 2,000 probation agencies. These agencies supervise nearly 1.6 million adults and juveniles on probation.
Split sentences and shock probation—A penalty that explicitly requires the convicted person to serve a period of confinement in a local, state or federal facility (the "shock") followed by a period of probation. This penalty attempts to combine the use of community supervision with a short incarceration experience.	• 1977 and 1978 California data reveal that by far the most common disposition in felony cases was a combined sentence of jail and probation.
Restitution—The requirement that the offender provide financial remuneration for the losses incurred by the victim.	• By 1979, nearly all states had statutory provisions for the collection and disbursement of restitution funds. In late 1982, a restitution law was enacted at the federal level.
Community service—The requirement that the offender provide a specified number of hours of public service work, such as collecting trash in parks or other public facilities.	• By 1979, nearly a third of the states authorized community service work orders. Community service is often imposed as a specific condition of probation.
Fines—An economic penalty that requires the offender to pay a specific sum of money within the limit set by law. Fines are often imposed in addition to probation or as an alternative to incarceration.	• Many laws that govern the imposition of fines are undergoing revision. These revisions often provide for more flexible means of ensuring equality in the imposition of fines, flexible fine schedules, "day fines" geared to the offender's daily wage, installment payment of fines, and a restriction on confinement to situations that amount to intentional refusal to pay.

• New administrative requirements have also been attached to such traditional correctional practices as collecting victim restitution funds; imposing fees for probation supervision, room and board, and services provided; and operating community service punishments.

• The growth of determinate and mandatory sentences over the past decade and dissatisfaction with the uncertainties of indeterminate sentences (particularly the concept of linking sentence duration to rehabilitative progress or predictions of future behavior by paroling authorities) have led, perhaps most important, to modifications of the parole decision. Many states are experimenting with parole guidelines systems and amendments to good time and other incentives for controlling behavior during confinement and determining a release date.

Many of the sentencing reforms have led to changes in the way correctional systems operate.

• The various sentencing reforms have led to small changes in the correctional clientele, such as lowering the age of juvenile court jurisdiction in some states; enactment of guilty but mentally ill provisions in a few states; and, in a small number of jurisdictions, the recent advent of laws providing for life sentences without parole.

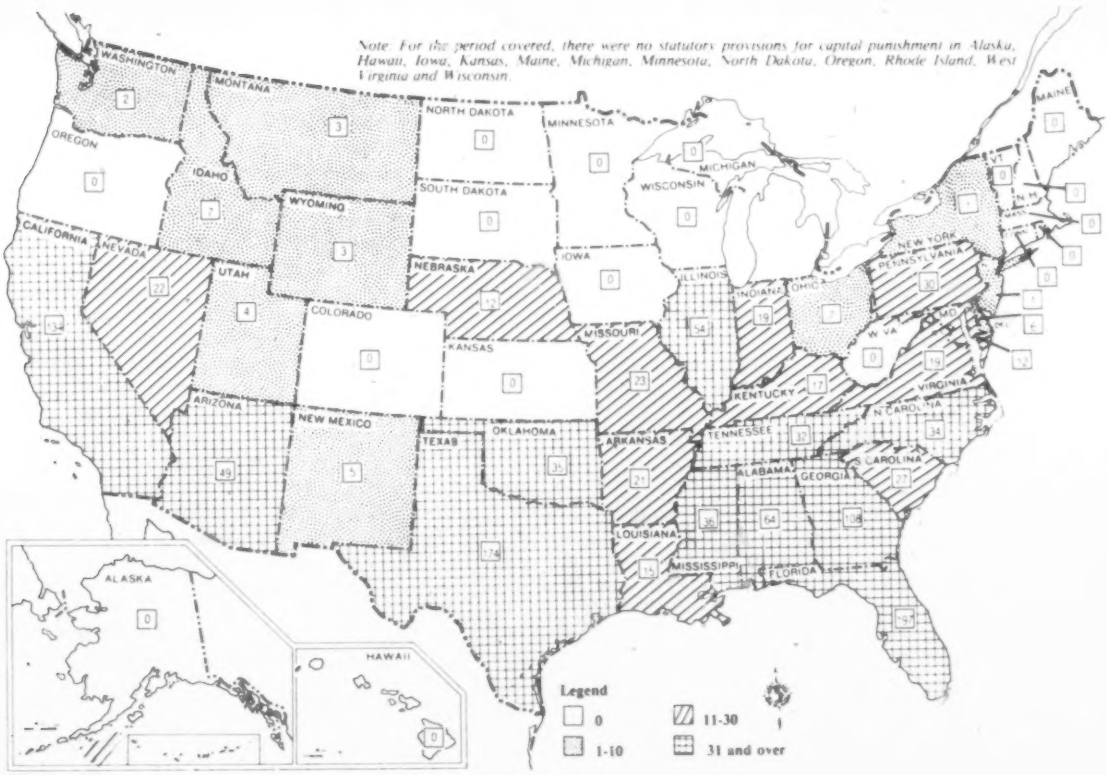
DEATH SENTENCE SURVEY

(as of July 1, 1983)

STATE	DEATH ROW MAINTAINED		DEATH SENTENCE			NUMBER OF PRISONERS SENTENCED TO DEATH										METHOD OF EXECUTION				
						White		Black		Hispanic		Asian/ Pacific Islander		American Indian/ Alaskan Native		Lethal Injection	Hanging	Electrocution	Firing Squad	Gas Chamber
	YES	NO	YES	NO	TOTAL	M	F	M	F	M	F	M	F	M	F					
AL	X		X		64	18	1	44	1									X		
AK		X		X	0															
AZ	X		X		49	39		5		5										X
AR	X		X		21	16		5								X[1]		X		
CA	X		X		134	61		48		20		3		2						X
CO		X	X		0															X
CT		X	X		0															
DE		X	X		6	4		2										X		
FL	X		X		197	115		82									X			
GA	X		X		108	51	2	54	1									X		
HI		X		X	0															
ID	X		X		7	6				1									X	
IL	X		X		54	16		34	0	4						X[2]		X		
IN	X		X		19	11		8										X		
IA		X		X	0															
KS		X		X	0															
KY	X		X		17	16		1										X		
LA	X		X		15	7		8										X		
ME		X		X																
MD		X	X		12	2	2	8												X
MA		X	X[3]		0															
MI		X		X	0															
MN		X		X	0															
MS	X		X		36	14	1	21												X
MO	X		X		23	11		12												X
MT	X		X		3	2		1								X[4]	X			
NB	X		X		12	8		3						1				X		
NV	X		X		22	13		7	1					1[5]		X				
NH	X		X		0												X			
NJ	X		X		1			1								X				
NM	X		X		5	2		1		2						X				
NY	X		X		1			1										X		
NC	X		X		34	17	1	15						1		X[6]				X
ND		X		X																
OH	X		X		7	4		3										X		
OK	X		X		35[7]	28	2	5								X				
OR		X		X	0															
PA		X[8]	X		30	16		14										X		
RI		X		X	0															
SC	X		X		27	15		12										X		
SD	X		X		0													X		
TN	X		X		32	8		23						1				X		
TX	X		X		174	85	2	68		19						X				
UT	X		X		4	1		3								X				
VT		X	X		0													X		
VA	X		X		19	7		10		1		1								
WA	X		X		2	2										X	X			
WV		X		X	0															
WI		X		X	0															
WY	X		X		3	3														X
1983 Totals	31	19	38	12	1173	598	11	499	3	52	0	4		6	0	11	4	17	2	8
1982 Totals			37	13	999	525	9	410	3	42	0	4	0	5	0	5	5	17	2	9
1981 Totals			38	12	821	445	8	333	1	30	0	2	0	2	0	4	4	18	1	10
1980 Totals			37	13	684	386	6	257	4	28	0	2	0	1	0	4	4	18	1	10
1979 Totals			33	17	565	312	6	225	0	18	0	1	0	3	0	4	5	16	1	10
1978 Totals			32	18	470	232	4	215	0	15	0	1	0	3	0	3	5	15	1	10
FBP[9]		X	X		0															

PRISONERS UNDER DEATH SENTENCE, BY JURISDICTION

(as of July 1, 1983)



As of yearend 1983, 11 persons had been executed since 1977; and 1,289 inmates in 31 states were under a sentence of death.

Notes:
* Cuban
1. Act 774 of 1983 changed method to lethal injection, with clause allowing those already under death penalty the option.
2. As of July 1, 1983, legislation was signed making lethal injection the method of execution.
3. Capital punishment statute reenacted in November 1982; to date no one has been sentenced to death and method is undetermined.
4. Lethal injection made an option 1983.
5. Increased efforts by Attorney General's office have been made to speed up appeals process and set execution dates.
6. As of Nov., 1982, sentenced prisoners are taken out of general population and put into Administrative Maximum Custody.
7. Manner of execution is in accordance with laws of State in which Federal sentence is imposed. The sole offense for which capital punishment is available is Aircraft Piracy, 49 U.S.C. 1472 (i). S. 1765 would amend Federal criminal laws to provide procedures to utilize the death penalty for other offenses, such as homicide, where it is now authorized but cannot be used because of procedural inadequacies.

SECTION IV

PHYSICAL PLANT: Characteristics

TYPES OF FACILITIES*

- **Jails** are operated by local governments to hold persons awaiting trial or those sentenced to confinement for less than one year. In seven jurisdictions—Vermont, Rhode Island, Connecticut, Delaware, Alaska, Hawaii, and the District of Columbia—jails are operated by the same authority that administers the prison system.
- **Prisons** are operated by state or federal governments to hold persons sentenced under state or federal laws to terms of confinement of more than one year. In both 1981 and 1982, about 4% of the population under the jurisdiction of the prison systems were persons sentenced to one year or less or were unsentenced; about 61 of this group were in the seven jurisdictions with consolidated prison and jail systems or in federal institutions (including more than 1,200 persons held for immigration authorities). By July 1, 1983, 420,245 persons were confined in state and federal prisons.
- **Community-based facilities** are operated publicly or privately (under contract) to hold persons for less than 24 hours a day to permit the offender limited opportunities for work, school or other community contacts. Such facilities are used for a variety of purposes including specialized intervention or assistance (for example, drug or alcohol treatment), graduated release from prison—usually prior to parole—or as a sanction in lieu of prison or jail confinement.

LEVELS OF SECURITY*

- **Maximum or close custody prisons** are typically surrounded by a double fence or wall (usually 18-25 feet high) with correctional officers in observation towers. Such facilities usually have large interior cell blocks for inmate housing areas. About 41% of the maximum security prisons were built before 1925.

Date Federal or State Prison Opened

As of March 1978	Before 1875	1875-1924	1925-1949	1950-1969	1970-1978	Total
Number of inmates	31,361	73,575	66,257	68,272	39,522	278,987
Percent	11	26	24	25	14	100%
% of inmates residing in maximum security	90	69	36	38	35	51%
% of inmates classified as maximum security	61	48	32	32	25	38%
% of inmates residing in facilities greater than 1,000 inmates	77	69	53	52	8	53%
% of inmates less than 25 years old	37	36	37	44	42	39%
% of inmates confined for a violent offense	52	49	40	45	37	45%

Source: *American prisons and jails*, vol. III, 1980.

*Excerpted from *Report to the Nation on Crime and Justice*, U.S. Department of Justice, October 1983. This excerpt has been slightly edited for this publication.

- **Medium custody prisons** typically have double fences topped with barbed wire to enclose the facility. Housing architecture is quite varied, consisting of outside cell blocks in units of 150 cells or less, dormitories and cubicles. More than 87% of the medium custody prisons were built after 1925.
- **Minimum custody prisons** typically do not have armed posts and may or may not have fences to enclose the institution. To a large degree, housing consists of open dormitories. More than 60% of the minimum security prisons were built after 1950.

In 1979, 52% of all prison inmates were held under maximum security conditions; 37% under medium security; and 11% under mimimum security.

More prisoners are housed in cells than in dormitories and in multiple-than single-occupancy units; most units provide less than 60 square feet of floor space per person.

The proportion of inmates held in maximum security facilities ranged from 94% in Texas to less than 10% in New Hampshire, Nortn Carolina and Wyoming. In 14 states, more than half of all prisoners were confined in maximum security institutions. In 1978, about one in five inmates resided in maximum security facilities that housed more than 1,000 inmates and that were built before 1925.

Of the 150 prisons built between 1970 and 1978, 85% hold an average daily population of less than 500 inmates and three-quarters were designed for medium or minimum security.

As the age of the facility increases, the proportion of

- Inmates residing in maximum security custody increases
- Inmates classified as maximum security increases
- Inmates residing in facilities housing 1,000 or more inmates increases
- Younger inmates decline
- Violent offenders increase.

	U.S. total	Federal	State
Number of inmates	256,676	28,124	228,552
Type of housing			
Cells	61.7%	48.3%	63.4%
Dormitories	38.3	51.7	36.6
Occupancy			
Single	40.9	38.4	41.2
Multiple	59.1	61.6	58.8
Density (sq. ft.)			
Less than 60	64.6	61.2	65.0
60-79	22.8	29.2	22.0
80 or more	12.6	9.6	13.0
Inmate/staff ratios			
Total	2.8	3.3	2.7
Administrative	125.9	147.2	123.7
Custodial	4.6	7.7	4.4
Service	16.8	14.2	17.2
Other	13.7	10.1	14.4

Source: *American prisons and jails*, vol. III, 1980.

PRISON CAPACITY*

Most states reported varying capacities for their prison systems at yearend 1983. Prison capacities, generally, are reported in three ways:

- **Rated capacity,** or the number of inmates/beds a rating official believes can safely be accommodated within the facility;
- **Operational capacity,** or the number of inmates who can be accommodated, given the staffing, programming and service provision resources of the facility; and
- **Design capacity,** or the number of inmates intended by the architect or facility planner to occupy the facility.

There is little standardization within the field of corrections (for uniform data reporting purposes) as to what precise population density, occupancy, staffing or service levels constitute a particular capacity for a facility.

In 1982, a survey of the states found a wide variety of capacity measures in use among the fifty states: emergency capacity, court-ordered capacity, staffed capacity, optimum management capacity, program capacity, functional capacity and maximum stress capacity.[1]

The standards promulgated by the Commission on Accreditation for Corrections suggest a capacity criterion based upon square footage per inmate and time spent per day in a confinement unit.[2]

PRISON CAPACITIES, YEAREND 1983

State	Capacity		
	Rated	Operational	Design
Alabama	7,783	7,783	7,783
Alaska	1,359	1,429	1,124
Arizona	NR	6,021	NR
Arkansas	NR	4,184	NR
California	25,703	37,986	25,703
Colorado	NR	3,049[2]	NR
Connecticut	NR	5,813	4,209
Delaware	NR	2,045	NR
Florida	28,729	28,177	20,575
Georgia	NR	15,534	NR
Hawaii	NR	1,388	940
Idaho	NR	NR	896
Illinois	15,318	15,318	11,987
Indiana	6,424	6,424	NR
Iowa	2,816	2,652	2,572
Kansas[3]	NR	2,597	3,886
Kentucky	4,754	4,687[1]	NR
Louisiana	10,699	10,699	10,699
Maine	854	854	854
Maryland	8,660	12,416	NR
Massachusetts[4]	3,112	3,339	3,339
Michigan	NR	13,048	NR
Minnesota	2,405	2,405	NR
Mississippi	4,557	NR	NR
Missouri	NR	8,855	NR
Montana	575	767	575
Nebraska	1,271	1,541	1,239
Nevada	NR	3,185	2,541
New Hampshire[1]	490[5]	460	392
New Jersey	NR	8,857	7,864
New Mexico	1,950	1,950	1,950
New York	26,284	31,182[6]	26,530
North Carolina	NR	16,261	NR
North Dakota	471	471	471
Ohio	NR	NR	16,417
Oklahoma	7,666	7,666	5,099
Oregon	2,333	3,494	2,699
Pennsylvania	NR	NR	9,517
Rhode Island	1,248	1,122	NR
South Carolina	NR	7,630	6,581
South Dakota	996	894	636
Tennessee	NR	7,982	6,544
Texas	39,785	37,796	39,785
Utah	1,031	1,346	1,170
Vermont	553	586	479
Virginia	9,544	9,544	9,175
Washington	4,491	6,172	NR
West Virginia[1]	1,446	1,539	1,466
Wisconsin	3,986	3,986	3,986[7]
Wyoming	NR	701	566
Federal Institutions	24,399	30,291	24,399

[1] Males only.
[2] Includes 253 community residential beds.
[3] Defines operation capacity as optimum management capacity; design capacity is the number of inmates housed without using non-housing areas.
[4] Operation and design capacity include 19 beds for women in pretrial status; rated capacity includes 17 beds for this purpose.
[5] Defined as the maximum capacity of male facilities.
[6] Includes 3,652 temporary beds used only to meet the demands of prison crowding.
[7] Does not include one facility used as an honor farm.

Prisoners in 1983, BJS Bulletin, March 1984, NCJ-92949.

[1] *Survey of Prison Capacity* conducted by the National Council on Crime and Delinquency for the reference date December 31, 1982 (unpublished analysis).

[2] Standard 2-4129 recommends 60 square feet of floor space per inmate confined ten hours or less per day. *Standards for Adult Correctional Institutions*, 2nd Edition, College Park, MD: American Correctional Association, p. 32, January 1981.

CROWDING AND CONDITIONS OF CONFINEMENT*

During the 1970s, state and federal courts began to examine closely the operations of correctional facilities to ensure compliance with Eighth Amendment protections against cruel and unusual punishment.

As of February 1983—

- The courts had declared unconstitutional the entire prison systems of Alabama, Florida, Mississippi, Oklahoma, Rhode Island, Tennessee, Texas and all male penal facilities in Michigan.

Many states are under court order or face litigation because of crowding.

- One or more facilities in 21 states were operating under a court order or consent decree as a result of inmate crowding and/or the conditions of confinement.
- Seven states were involved in litigation relating to crowding and/or the conditions of release.
- In eight states, courts had appointed receivers or masters to operate the correctional systems or facilities, had ordered emergency release of inmates as a result of crowding, or had ordered the closing of specific institutions.

Between 1976 and 1983, the number of states holding prisoners in local jails increased from 10 to 18, and the number of prisoners held in local jails rose from about 7,700 to about 8,070.

Between October 1980 and September 1981, 36 states reported the addition of nearly 20,000 beds with another 27,000 beds under construction and nearly 16,000 beds authorized by appropriation or bond issue. Nearly 60% of all the additions and planned additions to capacity are in the South.

Some states have developed statutory or administrative approaches to controlling prison population. Michigan's legislature approved an Emergency Prison Powers Act that is automatically triggered when its prisons are filled to capacity. The Act provides for emergency reductions of prison terms and state use of local jails. Minnesota's sentencing guidelines provide for establishing sentence lengths to ensure a population/capacity balance.

Percent of crowded inmates*	Entire prison system declared unconstitutional	One or more facilities under court order	One or more facilities in litigation	No litigation on crowding pending
80-100%	Texas		North Carolina South Carolina	
60-79%	Florida Mississippi Tennessee	Georgia, Illinois Louisiana, New Mexico		Nebraska
40-59%	Alabama Oklahoma	Maryland, Missouri Nevada, Ohio Oregon, Washington		Alaska, Arkansas
20-39%		Delaware, Utah Virginia Wyoming		Hawaii, Idaho Kansas New York
Less than 19%	Michigan** Rhode Island	Arizona Colorado Connecticut Indiana, Iowa Kentucky New Hampshire	California Maine Massachusetts West Virginia Wisconsin	Minnesota, Montana New Jersey North Dakota Pennsylvania South Dakota Vermont***

*Defined as those inmates in multiple-inmate confinement units that provide less than 60 square feet of floor space per person as of March 1978.
**Male prisoners only.
***Vermont state prison closed.
Sources: *American prisons and jails*, vol. III, *ACLU Newsletter*, January 1983.

JAIL-HOUSED PRISONERS*

Between 1982 and 1983, the number of states holding prisoners in local jails because of overcrowding dropped from 20 to 18, while the number of jail-housed prisoners dropped by seven percent.

At the national level, about two percent of all state prisoners were being held in local jails because of overcrowding.

State prisoners held in local jails because of overcrowding

State	1983	1982	1981
Total	**8,078**	**8,689**	**6,900**
Alabama	1,001	1,113	1,472
California	1,244	1,090	600
Colorado	211	[a]244	0
Florida	0	295	287
Illinois[b]	86	0	0
Kentucky	[a,c]244	[a]162	104
Louisiana	2,299	1,499	793
Maine	75	61	24
Maryland	82	67	71
Massachusetts	[a]2	[a]8	7
Michigan	0	7	43
Mississippi	1,006	1,020	1,147
Montana	0	0	1
New Jersey[e]	967	1,584	995
New Mexico	0	2	2
Oklahoma	0	0	48
South Carolina	514	498	549
Tennessee	8	186	219
Utah	55	6	29
Vermont[d]	7	11	0
Virginia	246	643	485
Washington	28	28	24
Wisconsin[e]	3	165	0

[a] Not included in official prison count.
[b] Houses 18 of the reported 86 inmates in Nevada facilities.
[c] Figures are for 12/28/83.
[d] A combined jail/prison system; houses inmates in lockups to alleviate overcrowding.
[e] Houses 276 inmates in other state, federal, and county facilities because of overcrowding.

*Excerpted from *Report to the Nation on Crime and Justice*, U.S. Department of Justice, October 1983. This excerpt has been slightly edited for this publication.

"At the national level, about two percent of all state prisoners were being held in local jails because of overcrowding."

States holding prisoners in local jails because of overcrowding

Year	Number of States	Number of prisoners
1983	18	8,078
1982	20	8,689
1981	18	6,900
1980	17	6,360
1979	15	6,497
1978	12	6,774
1977	10	7,048
1976	10	7,725

PRISON OVERCROWDING: A SURVEY[1]

A study was undertaken to review the extent of overcrowding in state correctional systems and to determine what methods to relieve the problem have been implemented. Forty-eight states responded to the study (Illinois and Michigan are not represented).

Of the 48 states, 40 or 83.3 percent reported inmate populations exceeding design capacity; the remaining eight states reported inmate populations ranging from 95 to 100 percent of capacity. Several states operating facilities below design capacity reported extensive backlogs of sentenced felons in county jails awaiting bed space in the prison system. The mean population of the 40 states reporting inmate populations exceeding design capacity is 131.6 percent of capacity; thus, the prison systems have approximately 132 inmates for every 100 beds.

Forty-two states described prison overcrowding as "a serious problem," while the remaining six responding states described it as "a problem." Administrative response to prison overcrowding was as follows:

"The prison administrator is faced with the myriad effects of an increased population but is often not provided the additional facilities, staff and resources to manage the overpopulated institution."

Administrative Response to Overcrowding in State Prisons	Number	Percent
New Prison Construction	40	83.3
Increased Use of Community-Based Facilities	33	68.8
Conversion of Existing Prison Facilities	28	58.3
Temporary Housing	22	45.8
Conversion of Existing Non-Prison Properties	20	41.7
Increased Use of Furlough Programs	9	18.8
Reduction/Limitation of Intake	8	16.7
Other Administrative Responses	15	31.2

New construction of prisons and cellblocks was the most predominant response to alleviating the problem. Forty states reported new construction ranging from building a new cellblock in an existing prison to building new prison units. Eight percent reported increased utilization of community-based facilities such as halfway houses, work release, educational release and other community-based programs.

The third-most-frequently chosen response—conversion of existing prison facilities such as gymnasiums, chapels, auditoriums, workhouses and other prison space to housing space was reported by 28 of the responding states. An equal number used temporary housing or a variety of early release programs to reduce overcrowding. Temporary metal buildings, tents, trailers and temporary modular buildings were also used.

Effects of an Increase of 400 Inmates to a Correctional System

1. Space and beds for 400 *additional* inmates must be provided.
2. An additional 1,200 meals must be served *each day*.
3. Approximately 2,200 *additional* pounds of laundry must be washed each day.
4. Four hundred *more* jobs for inmates must be found.
5. Correctional supervision for 400 *more* inmates must be provided.
6. Complete medical, psychiatric and psychological health care coverage for an *additional* 400 inmates must be provided.
7. A whole range of educational, recreational, spiritual, legal and rehabilitative services for an *additional* 400 inmates must be made available.

Several states reported discontinued use of early release, while two states reported legislative authorization of early release was pending.

Conversion of existing non-prison properties, such as mental hospitals, former military sites, office buildings, juvenile facilities, schools and hotels were reported by 20 states. Nine states reported increased use of furlough programs, while eight states reduced or limited intake of inmates. The latter included several states that did so under court orders.

Nearly one-third of the states reported other responses such as implementation of intensive supervision in probation units to increase the number of offenders remaining in the community. Others increased the use of good time, gain time or earned work credit programs to shorten actual time served in prison. One state passed a legislative prison population cap allowing automatic reductions of property offenders' sentences when prison populations reached a predetermined capacity. Five states reported extensive use of county jails, either through contracts or by court-ordered intake limitations.

Other states reported an increased use of camps and other non-institutional housing for forestry, conservation and fire fighting programs. One state reported the termination of residential work release programs in favor of increased use of furlough just prior to parole or discharge. Other respondents reported a reduction in the number of paroles revoked for technical violations; providing matching funds to counties for the expansion of county facilities; and implementation of a Community Division Incentive Program. Overall, each of the 48 responding states used a mean of 4.1 different administrative attempts to alleviate prison overcrowding problems.

The prison administrator is faced with the myriad effects of an increased population but is often not provided the additional facilities, staff and resources to manage the overpopulated institution. The public must be made aware of the effects and the costs of prison overpopulation and must be willing to either provide the necessary resources or to suffer the long-term potential consequences of overcrowded, dangerous prisons.

[1] Condensation of "Administration Responses to Prison Overcrowding: A Survey of Prison Administrators," Allen D. Sapp, Ph.D., January 1984 (Unpublished)

AN ACA BRIEF

The American Correctional Association was founded in 1870 as the National Prison Association, later called the American Prison Association. The first Congress was convened that year in Cincinnati, Ohio, where then Ohio governor and future U.S. President Rutherford B. Hayes was elected first president of the Association. The Congress adopted the far-reaching Declaration of Principles that still stands as a progressive document of correctional goals.

In 1954, reflecting the expanding philosophy of the field and the Association's broadening role, the name of the American Prison Association was changed to the American Correctional Association.

Working toward a unified voice in correctional policy, the ACA has been actively involved in developing a national correctional philosophy; designing and implementing standards for correctional services and methods for measuring compliance; and providing publications, training and technical assistance.

The Association maintains headquarters in College Park, Maryland, with a staff of fifty men and women dedicated to serving the membership of the Association. The ACA has maintained an average annual operating budget of between one and two million dollars during the past five years. This budget is supported primarily by membership dues from individuals, correctional institutions and agencies. Additional income to support various programs and activities is derived from the sale of publications, advertising, exhibit space, contract consultation services, training, technical assistance and contributions.

EXECUTIVE COMMITTEE

The Executive Committee is composed of the officers of the Association, two Board of Governors' members, the immediate past president and the president-elect with the president serving as chairperson and the executive director as secretary. The Executive Committee exercises all the powers of the Board of Governors during the intervals between meetings of the Board, with the exception of amending the bylaws or submitting to the members of the Association action requiring the approval of the Delegate Assembly. The Committee meets at least quarterly and is responsible for the affairs of the Association between meetings of the full Board.

BOARD OF GOVERNORS

ACA's bylaws vest control of the Association to a 25-member Board of Governors. The Board meets twice each year, establishing policy, creating position statements and resolutions, and performing a variety of other important tasks. All aspects of the correctional continuum are represented on the Board of Governors. ACA members elect the Board in June of every other year. Board members serve a two-year term through August of the second year. The Board of Governors' meeting is open to all ACA members.

DELEGATE ASSEMBLY

The Delegate Assembly is composed of the following:

- Delegates designated by professional affiliates
- Delegates designated by geographical chapters
- At-large members representing the continuum of corrections, adult and juvenile, elected by the total membership
- The Board of Governors, also elected by membership
- Past presidents of ACA
- Representatives of each of the military services, appointed by the president of ACA

The Delegate Assembly may establish policy, determine Association positions on broad social and professional issues and determine major programs and legislative priorities. The Delegate Assembly meets twice each year.

Committees

The bylaws establish general standing committees. The President is empowered to establish ad hoc committees as deemed necessary. The Board can also direct the President to establish a committee or the Delegate Assembly may suggest a committee through resolution. The President is empowered to select the committee members and appoint the chairperson.

AFFILIATES AND CHAPTERS

The ACA structure is somewhat similar to a large federation. Instead of comprising divisions of service, we are made up of affiliate organizations and chapters. We have 63 different groups that represent the entire spectrum of correctional programming.

Each affiliate or chapter is organized with its own constitution and bylaws, and each performs a valuable service in a specific area. Affiliates and chapters are voted into the Association by the Board of Governors after having met criteria established by the Board.

Affiliates and chapters contribute to the total policy development of the Association through their appointed members of the Delegate Assembly. The number of delegates representing each affiliate and chapter is directly related to the number of members each has in the ACA.

The ACA has four regional and 40 professional affiliates. Dual membership, the third category, is available in 19 states where membership is provided in both ACA and the state chapters.